



May 1996

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Employee Earnings and Hours

Australia



Statistics

NOTES

FORTHCOMING ISSUES

The Survey of Employee Earnings and Hours (EEH) will not be conducted in 1997. The next survey will be conducted in 1998. The preliminary results from this survey are to be published in the May 1998 edition of *Employee Earnings and Hours, Preliminary, Australia* (6305.0), expected to be released in November 1998. Final results are to be published in the May 1998 edition of this publication, expected to be released in March 1999.

RELATED ISSUES

Employee Earnings and Hours, Preliminary, Australia (6305.0)

COMPARISON WITH OTHER SURVEYS

Estimates of average weekly earnings in this publication vary slightly from the estimates obtained from the quarterly Survey of Average Weekly Earnings, as published in *Average Weekly Earnings, Australia, Preliminary* (6301.0) and *Average Weekly Earnings, States and Australia* (6302.0), because of methodological differences between the two surveys.

CHANGES IN THIS ISSUE

The format and tables of this issue have been revised as a result of a user review conducted in 1996, and in accordance with changes in ABS publishing standards.

Occupation data for employees in this publication have been classified according to the second edition of the Australian Standard Classification of Occupations (ASCO), except for Table 7, which has been classified to ASCO First Edition (see paragraphs 12 and 13 of the Explanatory Notes). For more information regarding the second edition classification see *Information Paper: ASCO — Australian Standard Classification of Occupations* (1221.0).

UNPUBLISHED DATA

In addition to the information contained in this publication, there is a large range of unpublished data available on request from the EEH Survey. These data can be used to produce tables specifically tailored to users' requirements.

Please refer to page 74 of this publication for more information regarding the services available.

INQUIRIES

For further information about statistics in this publication and the availability of related unpublished statistics, contact the Labour Statistics Centre Output Group on Perth (09) 360 5305 or any ABS office.

For information about other ABS statistics and services please refer to the back of this publication.

W. McLennan
Australian Statistician

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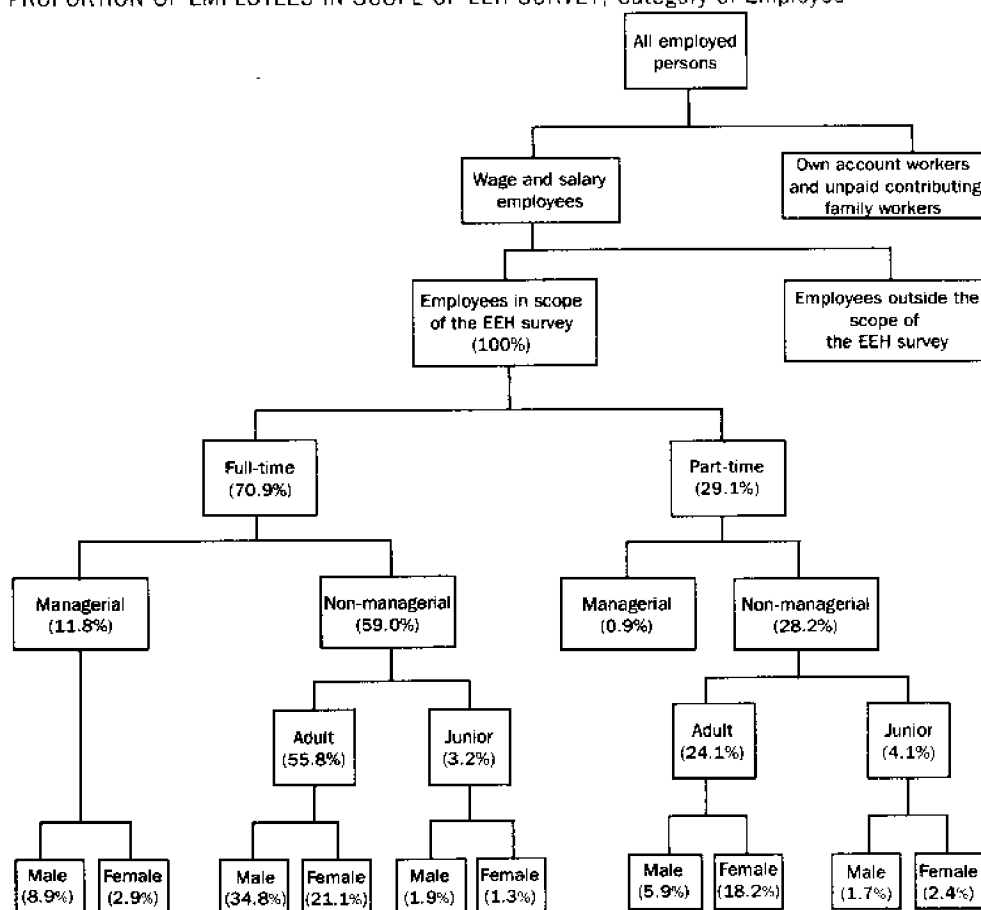
SUMMARY OF FINDINGS

INTRODUCTION

This publication presents information on the composition and distribution of the earnings of wage and salary employees in Australia at May 1996, derived from the Survey of Employee Earnings and Hours (EEH).

In the 1996 EEH Survey, both the first and second editions of the Australian Standard Classification of Occupations (ASCO) were used in coding employee occupations. Comments below on occupation estimates refer to the second edition classification.

PROPORTION OF EMPLOYEES IN SCOPE OF EEH SURVEY, Category of Employee



CATEGORY OF EMPLOYEES

Full-time adult managerial employees had the highest average weekly total earnings (\$917.50) of all employee categories. A relatively high proportion of employees in this category were male (75.1%).

Full-time adult non-managerial employees' average weekly total earnings (\$683.00) was higher than the average for all employees (\$573.70), reflecting the exclusion of lower-earning groups such as junior and part-time employees from this category. Some 62.3% of employees in this category were male. Full-time adult non-managerial employees accounted for almost two-thirds (65.2%) of all male employees and 45.1% of all female employees.

Full-time junior non-managerial employees had lower average weekly total earnings (\$319.70), compared with adult employees, and represented only 3.2% of all employees in the scope of the EEH Survey.

Part-time employees constituted 29.1% of all employees, although this figure was higher among all female employees (45.7%), who accounted for 73.2% of all part-time employees. Their lower average weekly total earnings (\$253.10), compared with full-time employees reflected, in part, their lower average weekly hours paid for.

SUMMARY OF FINDINGS

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DISTRIBUTION OF EARNINGS

FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES (TABLES 15, 16 & 28)

For full-time adult non-managerial employees, average weekly total earnings was \$683.00, an increase of 4.2% in the year to May 1996. Median weekly total earnings was \$625.30, up 4.6% from \$598.00 in May 1995.

For these employees, 25% recorded weekly earnings of \$502.60 or less, and 25% recorded earnings of more than \$804.00, compared with \$484.40 and \$769.50 respectively in May 1995. The difference between the 10th and 90th percentiles for average weekly total earnings was \$555.10. The most common of the \$100 earnings ranges for weekly total earnings was \$500 and under \$600.

Sex

Average weekly total earnings was \$729.70 for males (up 4.6% since last year), and \$605.70 for females (up 3.2%). Median weekly total earnings for males was \$671.30, compared with \$568.50 for females — up 5.0% and 3.7% respectively since May 1995.

For male employees, 25% recorded earnings of \$527.90 or less, and 25% recorded earnings of more than \$852.70 — a difference of \$324.80. The corresponding difference was \$239.20 for female employees, where 25% of females recorded earnings of \$473.20 or less and 25% recorded earnings of more than \$712.40.

Industry

Average weekly total earnings ranged from \$575.70 to \$835.40 for major industry groupings, with all groupings recording increases in average weekly total earnings of employees since May 1995. The largest percentage increase was recorded for Government administration and defence (4.8% to \$667.10). Accommodation, cafes and restaurants, Cultural and recreational services and Personal and other services recorded the lowest increase (2.7% to \$625.40).

States and Territories

Increases were recorded in the level of average weekly total earnings across all States and Territories in the year to May 1996. The strongest growth occurred in the Territories, with a 10.4% increase reported in the Northern Territory followed by a 8.3% rise in the Australian Capital Territory. South Australia (2.3%), Tasmania (2.5%), New South Wales (3.9%) and Queensland (4.1%) recorded lower growth than the national average (4.2%).

SUMMARY OF FINDINGS

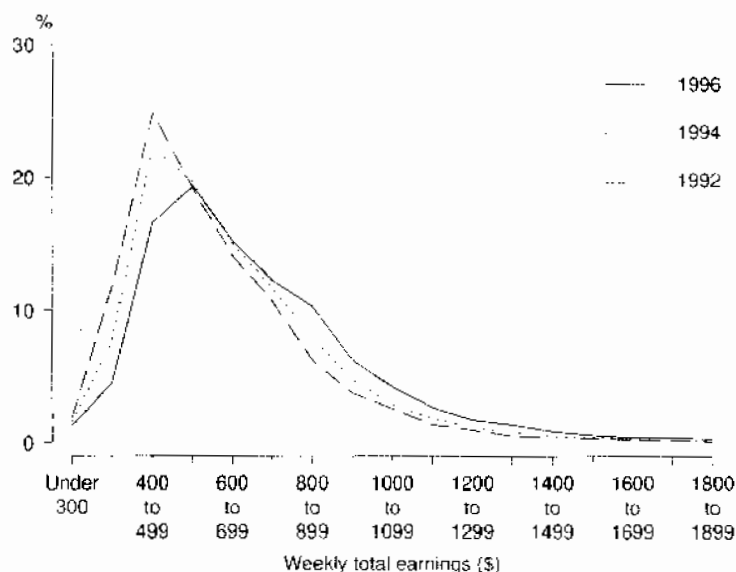
DISTRIBUTION OF EARNINGS *continued*

FULL-TIME ADULT EMPLOYEES (TABLES 8 & 12)

Average weekly total earnings increased by 5.0% in the year to May 1996, to \$723.90. Median weekly total earnings was \$649.60; compared with \$613.60 last year, an increase of 5.9%.

For full-time adult employees, 25% recorded earnings of more than \$844.20, up from \$805.30 in May 1995. For these employees 25% recorded earnings of \$507.00 or less, compared with \$488.70 last year.

WEEKLY TOTAL EARNINGS, Distribution--Full-time Adult Employees - May 1992, 1994, 1996



Sex

Average weekly total earnings was \$780.60 for males and \$620.90 for females, up 5.4% and 3.7%, respectively. Median weekly total earnings for males increased by 5.3% to \$701.30 (up from \$666.20), compared with a 4.4% rise for females (from \$552.40 to \$576.80).

For male employees, 25% recorded weekly total earnings of \$538.70 or less, and 25% of female employees recorded earnings of \$471.90 or less.

For male employees, 25% recorded earnings of more than \$915.40, and for female employees 25% were earning more than \$734.50.

Occupation

The highest average weekly total earnings was recorded for Managers and administrators (\$1,129.60) and Professionals (\$862.40), while the two major occupation groups recording the lowest average weekly total earnings were Labourers and related workers (\$556.80) and Elementary clerical, sales and service workers (\$558.00).

For males, weekly total earnings was higher than for females across all major occupation groups. The greatest difference occurred among Intermediate production and transport workers (where average full-time adult female weekly total earnings was 72.0% of the male level) and Tradespersons and related workers (73.0%).

SUMMARY OF FINDINGS

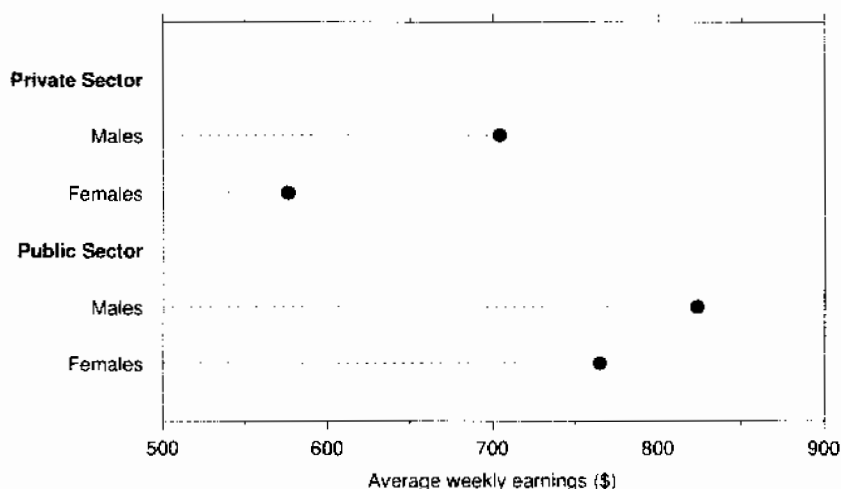
DISTRIBUTION OF EARNINGS *continued*

FULL-TIME ADULT EMPLOYEES (TABLES 8 & 12) *continued*

Sector Average weekly total earnings recorded for the public sector was higher at \$774.60 than for the private sector (\$702.30).

Public sector employees had higher recorded average weekly total earnings for both males and females (\$823.50 and \$704.40, respectively), compared with private sector employees (\$764.50 and \$576.50, respectively). The difference between public and private sector earnings was greater for females (\$127.90) than for males (\$59.00). In addition, growth in weekly total earnings between 1995 and 1996 for public sector employees exceeded that for the private sector, for both males and females.

AVERAGE WEEKLY EARNINGS, Full-time Adult Employees —Sector



ALL EMPLOYEES

Average weekly total earnings recorded for May 1996 was \$573.70, up 4.1% from the \$551.00 recorded last year. Median weekly total earnings was \$528.70 compared with \$507.60 in May 1995, an increase of 4.2%.

For all employees, 25% recorded weekly total earnings of more than \$751.40 and 25% recorded weekly total earnings of \$342.40 or less. This compares with \$337.50 and \$714.50 respectively last year.

Sex Average weekly total earnings for male employees rose 4.6% to \$684.30 in May 1996. In comparison, the level for female employees was \$447.20, after a year-to-year growth of 3.0%. The earnings for female employees represents 65.4% of the earnings of male employees. Median weekly total earnings for males was \$630.00, compared with \$434.20 for females.

SUMMARY OF FINDINGS

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DISTRIBUTION OF EARNINGS *continued*

ALL EMPLOYEES *continued*

Occupation Highest average weekly total earnings was recorded for Managers and administrators (\$1,104.10) and Professionals (\$733.60), while the two major occupation groups recording the lowest average weekly total earnings were Elementary clerical, sales and service workers (\$311.30) and Labourers and related workers (\$398.50). Part of the magnitude of the variations in these earnings levels for different occupations is explained by the different proportions of part-time and junior employees represented in these occupation groups.

The spread of income was substantially different among occupation groups. Managers and administrators earned \$2,000 or more in 5.5% of cases. The most common of the \$100 weekly total earnings ranges for Elementary clerical, sales and service workers was under \$100. This reflects the high proportion of junior and part-time employees in this occupation group. Weekly total earnings at the 25th percentile ranged from \$117.10 for Elementary clerical, sales and service workers to \$806.70 for Managers and administrators — a difference of \$689.60.

PART-TIME EMPLOYEES (TABLES 2 TO 7 & 14)

Sex Average weekly total earnings for part-time employees was \$253.10, with average weekly total earnings being lower for males in this group than for females (\$234.30 compared with \$260.00).

Occupation Female part-time employees had higher average weekly total earnings than males across most occupation groups (the greatest difference, of \$111.50, was in the Associate professionals group).

States and Territories Among the States and Territories, weekly total earnings were generally comparable for part-time employees. Employees in the Australian Capital Territory had the highest earnings (\$273.50), while those in Western Australia had the lowest (\$238.10).

Sector The average weekly total earnings for part-time employees in the private sector (\$233.40) was 69.1% of the earnings level for public sector employees (\$338.00).

COMPOSITION OF EARNINGS

BASE PAY

In May 1996, average weekly base pay for all employees was \$533.50, up 4.6% (or \$23.40) since May 1995. All categories of employees recorded an increase in average weekly base pay in the year to May 1996. Among full-time adult employees, both managerial and non-managerial employees recorded a growth in base pay of 4.4%. The percentage increase was stronger among part-time employees (5.1%) — however, their average total hours paid for remained unchanged (17.0 hours).

Across all employees, base pay constituted, on average, 93.0% of average weekly total earnings. Average weekly base pay constituted a higher proportion of average weekly total earnings for full-time managerial adult employees (98.5%) and part-time employees (97.8%), reflecting lower overaward, over agreement and overtime pay.

SUMMARY OF FINDINGS

COMPOSITION OF EARNINGS *continued*

BASE PAY *continued*

Sex

Both male and female employees recorded increases in average weekly base pay since May 1995 (to \$620.00 and \$434.60 respectively), with male employees showing stronger growth (5.3%), when compared with females (3.3%).

Among male employees, full-time adult managerial employees recorded the highest increase in average weekly base pay in absolute terms (\$48.60), while the highest percentage increase was recorded among full-time employees (5.9% or \$38.60), in the year to May 1996. Among female employees, the highest absolute increase in average weekly base pay was recorded for full-time adult employees (\$23.00), while the highest percentage increase occurred among part-time employees (5.3% or \$12.80).

Base pay constituted a smaller proportion of average weekly total earnings of male employees (90.6%), than for female employees (97.2%), which reflects lower overaward and overagreement pay, payment by measured result, and overtime pay among female employees.

Occupation

In May 1996, the average weekly base pay of full-time adult non-managerial employees, ranged from \$479.70 for Labourers and related workers to \$819.00 for Professionals — a difference of \$339.30.

Professionals recorded the highest average weekly base pay for both male and female full-time adult non-managerial employees (\$871.10 and \$762.80 respectively), while Labourers and related workers recorded the lowest (\$492.90 and \$445.50 respectively).

The occupation group for which average weekly base pay constituted the highest proportion of average weekly total earnings among full-time adult non-managerial employees was Professionals (96.2%), while base pay constituted the lowest proportion of average weekly total earnings among Intermediate production and transport workers (78.8%).

BASE PAY, Full-time Adult Non-managerial Employees—Occupation



Industry

Mining was the industry group which had the highest average weekly base pay in May 1996 for full-time adult non-managerial employees (\$903.10), while Retail trade recorded the lowest (\$471.30).

For full-time adult non-managerial employees, an increase in average weekly base pay was recorded across all industry groups in the year to May 1996. This increase ranged from 1.3% for Cultural and recreational services to 8.2% for Mining. For these employees, average weekly base pay constituted between 78.3% (Mining) and 99.2% (Education) of average weekly total earnings.

SUMMARY OF FINDINGS

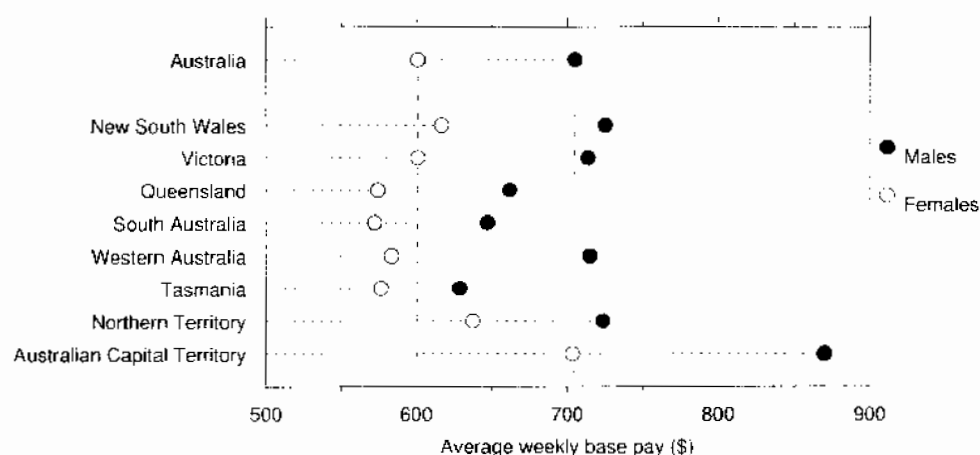
COMPOSITION OF EARNINGS *continued*

BASE PAY *continued*

States and Territories

In the year to May 1996, all States and Territories recorded growth in average weekly base pay of full-time adult employees. This increase ranged from 1.6% (or \$9.90) in Tasmania to 8.4% (or \$53.40) in the Northern Territory. In absolute terms, the Australian Capital Territory recorded the largest increase in average weekly base pay for full-time adult employees (\$55.60 or 7.5%). For full-time adult employees, the Australian Capital Territory recorded the highest average weekly base pay (\$801.60), while Tasmania recorded the lowest (\$611.80).

BASE PAY, Full-time Adult Employees—States & Territories



Sector

In May 1996, average weekly base pay was higher for full-time adult employees in the public sector (\$741.00), compared with full-time adult employees in the private sector (\$636.60). Average weekly base pay comprised 95.7% of average weekly total earnings for full-time adult employees in the public sector, compared with 90.6% for those in the private sector.

OVERTIME

Around one quarter of full-time adult non-managerial employees received overtime pay in the May 1996 reference week. The average weekly overtime earnings of full-time adult non-managerial employees receiving overtime increased by 4.0% to \$189.30, in the year to May 1996. However, the average overtime hours paid for remained the same (7.7 hours).

Sex

In May 1996, the average weekly overtime earnings of male full-time adult non-managerial employees receiving overtime was higher than that of females (\$207.20, compared with \$113.40). However, the increase between 1995 and 1996 in the average weekly overtime earnings of males (3.0% or \$6.10) was smaller than that of females (8.5% or \$8.90).

Among full-time adult non-managerial employees who worked overtime, males were paid, on average, for 8.3 hours. This was similar to the average weekly overtime hours paid for in 1995 (8.4 hours). For females, average weekly overtime hours paid for was 4.9 hours, which was also similar to the previous year (4.8 hours).

SUMMARY OF FINDINGS

COMPOSITION OF EARNINGS *continued*

OVERTIME *continued*

Occupation	<p>Among full-time adult non-managerial employees who worked overtime, Advanced clerical and service workers had both the lowest average weekly overtime earnings and hours (\$110.60 and 4.4 hours).</p> <p>Professionals recorded the highest paid overtime earnings (\$230.70), for which they worked an average of 6.9 hours, while Intermediate production and transport workers recorded the highest overtime hours (9.8 hours), receiving average weekly overtime pay of \$229.30.</p>
Industry	<p>For full-time adult non-managerial employees working overtime, those in the Construction industry had the highest average overtime hours (11.3 hours), while those in Finance and insurance worked the lowest overtime hours (4.4 hours), of all the major industry groups. However, in terms of overtime earnings for full-time adult non-managerial employees, the Mining industry recorded the highest average overtime earnings (\$323.10), for which they worked, on average, 10.6 hours. Employees in the Accommodation, cafes and restaurants industry had the lowest average overtime earnings (\$95.00).</p> <p>Among full-time adult non-managerial employees working overtime, the largest absolute increase in average weekly overtime earnings since May 1995 occurred in the Education industry (\$49.40), while the largest decrease was recorded in the Construction industry (\$9.30).</p>
States and Territories	<p>Full-time adult non-managerial employees in the Northern Territory recorded the highest average paid overtime hours and earnings (9.7 hours and \$244.80) for those employees who worked overtime. The lowest average overtime hours were recorded in the Australian Capital Territory (6.0 hours), for which they earned \$156.40, while the lowest average overtime earnings were recorded in South Australia (\$140.30 for an average of 6.1 hours worked).</p>
Sector	<p>In May 1996, private sector full-time adult non-managerial employees who worked overtime, worked more overtime hours, on average (8.1 hours for which they received \$194.30), than their public sector counterparts who worked 6.3 hours of overtime and received \$174.90.</p> <p>Average overtime hours recorded in May 1996 for both private and public sector full-time adult non-managerial employees were similar to 1995. The average overtime earnings of public sector full-time adult non-managerial employees working overtime increased by 7.4% (or \$12.00) in the year to May 1996, compared with 2.9% (or \$5.50) for private sector employees.</p>

OVERAWARD AND OVERAGREEMENT PAY

	<p>For all employees, average weekly overaward and overagreement pay decreased by 23.7% (\$1.40) to \$4.50 in the year to May 1996. For full-time adult non-managerial employees the decrease was similar, at 21.2% (\$1.80), taking average overaward and overagreement pay to \$6.70. The proportion of full-time adult non-managerial employees receiving overaward and overagreement pay decreased from 10.5% in May 1995 to 8.1% in May 1996.</p>
Sex	<p>Average overaward and overagreement pay for full-time adult non-managerial male employees was over twice that received by female employees (\$8.30 and \$4.00 respectively).</p>
Occupation	<p>Among the major occupation groups, Tradespersons and related workers had the highest average overaward and overagreement pay for full-time adult non-managerial employees (\$14.00), while Elementary clerical, sales and service workers had the lowest (\$2.40).</p>
Sector	<p>Average overaward and overagreement pay for full-time adult non-managerial employees was much higher in the private sector than the public sector (\$9.70 compared with \$0.60).</p>

SUMMARY OF FINDINGS

COMPOSITION OF HOURS

For full-time adult non-managerial employees, average weekly total hours paid for was 39.8 hours — similar to May 1995 (39.9 hours). In both years this was made up of 37.9 hours of ordinary time, and 2.0 hours of paid overtime.

Sex Average weekly total hours for full-time adult non-managerial male employees (40.8 hours) was higher than those for females (38.2 hours).

Full-time adult non-managerial female employees had lower average weekly ordinary time and overtime hours paid for (37.5 hours and 0.6 hours, respectively), compared with full-time adult non-managerial male employees (38.1 hours and 2.8 hours respectively).

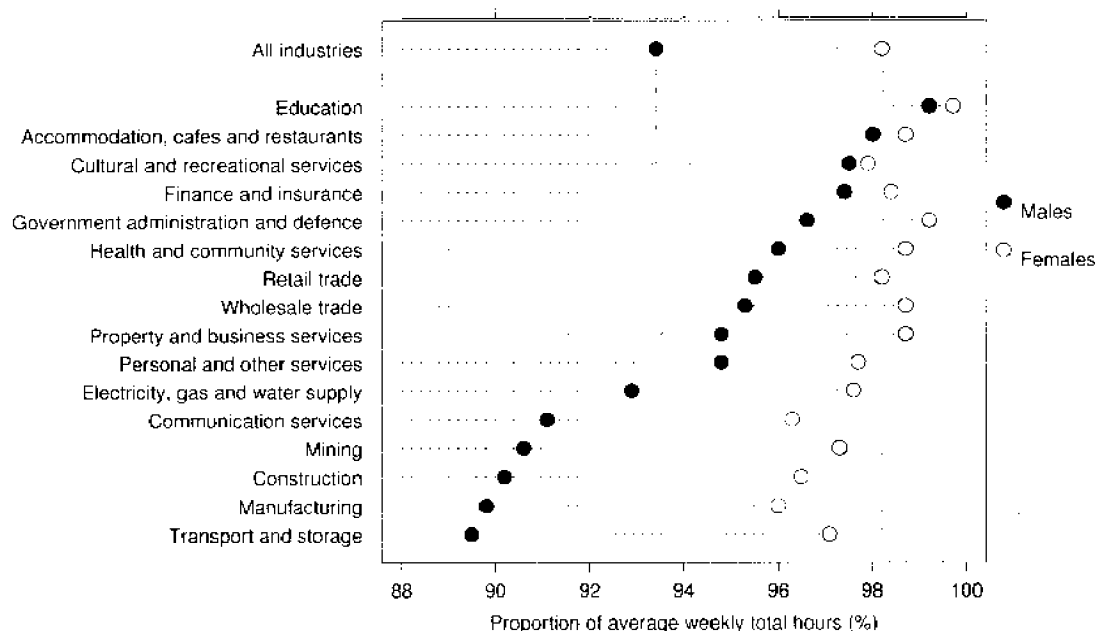
Occupation Advanced clerical, sales and service workers had the lowest recorded average weekly ordinary time hours paid for (37.1 hours) of all the major occupation groups. They also had the lowest average weekly total hours (37.4 hours) and the lowest average weekly overtime hours (0.4 hours).

Intermediate production and transport workers had the highest average weekly total hours paid for (43.4 hours) which was reflected by both high ordinary and overtime hours paid for (38.5 hours and 4.8 hours respectively).

Industry Full-time adult non-managerial employees in the Education industry had the lowest recorded average weekly total hours paid for (36.7 hours) of all the major industry groups. This group also had the lowest average weekly ordinary time hours (36.5 hours) and the lowest average weekly overtime hours (0.2 hours).

Full-time adult non-managerial employees in the Mining industry had both the highest average weekly total hours paid for (44.2 hours) and the highest average weekly ordinary time hours paid for (40.3 hours) of all the major industry groups.

AVERAGE WEEKLY ORDINARY TIME HOURS, Full-time Adult Non-managerial Employees—Industry



SUMMARY OF FINDINGS

COMPOSITION OF HOURS *continued*

Sector	Among full-time adult non-managerial employees, higher average weekly total hours paid for were recorded in the private sector (40.5 hours) than in the public sector (38.4 hours). This was also the case for average weekly ordinary time hours paid for (38.2 hours and 37.1 hours respectively).
States and Territories	Full-time adult non-managerial employees in Western Australia had the highest recorded average weekly total hours paid for (40.7 hours) and ordinary time hours paid for (38.6 hours) of all States and Territories. Lowest average weekly total hours were recorded in the Australian Capital Territory (38.2 hours), which also had the lowest average weekly ordinary time hours (37.3 hours). Full-time adult non-managerial employees in the Northern Territory recorded the highest overtime hours paid for (2.6 hours).

WEEKLY TOTAL EARNINGS, All Employees—Occupation(a)

			Managers and administrators	Professionals	Associate professionals	Trades- persons and related workers	Advanced clerical and service workers	Intermediate clerical, sales and service workers	Intermediate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occupations
MALES (%)												
Weekly total earnings (\$)												
Under 100			* 0.2	1.8	1.5	0.9	* 1.5	5.5	4.5	19.6	11.1	4.5
100 and under	200		* 0.5	3.4	1.8	2.3	* 3.0	4.4	3.8	13.3	7.7	4.1
200		300	* 0.6	2.4	2.7	6.6	* 5.9	4.4	3.4	9.7	6.7	4.5
300		400	* 0.8	2.4	5.5	8.3	* 3.3	5.6	6.0	8.7	10.7	6.0
400		500	1.7	3.7	6.2	14.6	11.3	14.2	18.0	14.7	23.0	12.1
500		600	3.1	8.7	10.0	20.4	13.6	22.0	18.3	12.1	15.6	14.6
600		700	6.3	9.3	15.5	14.4	20.2	18.6	12.4	10.2	10.4	12.6
700		800	7.2	13.8	16.7	10.4	17.5	11.9	9.3	5.1	5.2	10.6
800		900	11.7	18.1	12.4	7.3	12.0	6.7	6.9	2.7	3.7	9.1
900		1 000	10.7	11.6	9.8	4.7	* 3.3	3.5	5.0	1.5	1.8	6.2
1 000		1 100	15.2	6.7	6.3	3.0	* 2.4	1.3	3.7	* 0.7	1.8	4.6
1 100		1 200	9.1	4.6	3.7	2.1	* 0.8	* 0.6	2.4	* 0.5	0.8	2.9
1 200		1 000	8.1	3.1	2.0	1.4	* 4.3	* 0.4	1.8	* 0.6	* 0.5	2.1
1 300		1 400	4.9	2.3	2.1	1.3	* 0.1	* 0.3	1.2	* 0.3	* 0.2	1.5
1 400		1 500	3.1	1.5	1.3	0.7	* 0.3	* 0.2	1.0	* 0.2	* 0.1	1.0
1 500		1 600	2.9	1.4	0.6	* 0.4	* 0.6	* 0.1	0.6	* 0.0	* 0.2	0.7
1 600		1 700	2.1	0.8	* 0.3	* 0.3	* 0.2	* 0.1	* 0.4	* 0.0	* 0.1	0.5
1 700		1 800	2.3	0.8	* 0.3	* 0.2	* 0.0	* 0.0	* 0.4	* 0.1	* 0.1	0.5
1 800		1 900	1.5	* 0.5	* 0.1	* 0.2	* 0.0	* 0.1	* 0.2	* 0.0	* 0.0	0.3
1 900		2 000	1.4	0.6	* 0.3	* 0.0	* 0.0	* 0.0	* 0.2	* 0.0	* 0.1	0.3
2 000 and over			6.5	2.5	0.7	* 0.2	* 0.0	* 0.1	* 0.5	* 0.0	* 0.1	1.2
Total			100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

MALES ('000)

Total employees(b)	280.6	488.7	397.8	614.7	38.6	386.0	478.9	230.7	338.1	3 254.2
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MALES (\$)

10th percentile	650.90	397.20	378.20	300.60	293.60	200.50	250.50	65.50	88.30	230.70
20th percentile	790.50	577.80	507.90	409.60	452.00	400.10	417.30	101.10	216.90	404.50
25th percentile	835.30	625.70	573.10	449.50	500.20	447.60	449.30	130.60	290.50	452.30
30th percentile	885.20	680.20	607.00	483.00	545.10	480.60	474.20	164.60	355.70	491.60
40th percentile	968.00	766.30	677.80	531.00	607.60	523.60	516.70	268.50	418.60	556.20
50th percentile (median)	1 036.70	818.00	736.40	582.80	662.40	575.50	570.20	382.10	462.60	630.00
60th percentile	1 116.40	870.10	800.20	643.10	706.50	619.90	650.70	453.00	502.70	713.10
70th percentile	1 225.00	956.30	871.00	725.00	752.20	672.80	735.70	521.30	557.90	808.30
75th percentile	1 293.70	998.60	919.20	773.20	787.20	701.00	790.20	571.00	601.10	860.50
80th percentile	1 396.30	1 068.90	965.10	823.30	824.80	739.70	858.50	613.20	643.30	924.30
90th percentile	1 769.30	1 320.70	1 135.00	1 000.80	960.20	846.60	1 065.10	719.30	788.70	1 127.50
Mean earnings	1 150.20	860.00	759.50	631.30	656.30	564.50	635.60	385.80	464.40	684.30

(a) Occupation classified according to ASCO (Second Edition).
See paragraphs 12 and 13 of the Explanatory Notes.

(b) See paragraph 7 of the Explanatory Notes.

WEEKLY TOTAL EARNINGS, All Employees—Occupation(a) *continued*

		Managers and administrators	Professionals	Associate professionals	Trades persons and related workers	Advanced clerical and service workers	Intermediate clerical, sales and service workers	Intermediate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occupation
FEMALES (%)											
Weekly total earnings (\$)											
Under 100		* 1.5	4.0	1.7	6.8	3.9	7.9	10.9	21.3	16.0	9.0
100 and under	200	* 1.7	5.6	4.8	10.5	7.3	10.1	12.5	18.4	18.3	10.4
200	300	* 1.9	5.3	8.2	21.0	10.1	12.8	11.8	17.6	16.0	11.7
300	400	* 2.2	6.8	10.7	19.7	10.4	15.1	20.0	16.0	17.1	13.0
400	500	5.3	9.3	14.4	22.0	18.6	21.6	25.8	15.7	17.1	16.8
500	600	4.5	11.8	21.9	10.8	22.1	18.6	8.5	6.1	8.9	14.1
600	700	9.2	13.1	16.2	4.2	15.4	8.4	4.5	2.5	3.7	9.0
700	800	9.8	16.3	10.1	3.6	7.5	3.6	* 2.3	1.4	1.3	6.5
800	900	12.7	16.3	5.7	* 0.5	3.1	1.4	* 1.5	0.6	* 0.8	4.9
900	1 000	11.2	6.2	2.9	* 0.4	1.4	0.4	* 0.6	* 0.3	* 0.6	2.1
1 000	1 100	13.2	2.3	1.2	* 0.1	* 0.2	* 0.2	* 0.5	* 0.1	* 0.1	1.0
1 100	1 200	8.9	1.0	1.3	* 0.1	* 0.1	* 0.1	* 0.6	* 0.0	* 0.1	0.6
1 200	1 300	4.6	0.5	* 0.2	* 0.2	* 0.0	* 0.0	* 0.2	* 0.0	* 0.0	0.2
1 300	1 400	3.8	0.5	* 0.3	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	0.2
1 400	1 500	* 3.4	* 0.2	* 0.1	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	0.1
1 500	1 600	* 1.2	* 0.4	* 0.0	* 0.1	* 0.0	* 0.0	* 0.1	* 0.0	* 0.0	0.1
1 600	1 700	* 1.2	* 0.1	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.1
1 700	1 800	* 0.9	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	* 0.1	* 0.0	* 0.0	* 0.0
1 800	1 900	* 0.3	* 0.0	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0
1 900	2 000	* 1.1	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0
2 000 and over		* 1.5	* 0.3	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	0.1
Total		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES ('000)											
Total employees(b)		71.8	568.1	237.3	78.2	207.0	911.6	88.9	437.0	246.1	2 846.1
FEMALES (\$)											
10th percentile		437.60	210.00	249.10	146.50	191.60	118.50	96.10	60.10	66.40	105.10
20th percentile		633.10	378.40	361.00	213.40	282.20	212.30	180.80	94.10	119.50	201.70
25th percentile		674.80	440.10	398.20	238.70	328.60	251.30	220.40	111.30	144.60	247.50
30th percentile		738.00	489.10	429.40	270.00	382.20	294.10	262.20	140.90	169.00	290.70
40th percentile		840.40	579.50	500.10	303.90	449.50	360.80	333.90	200.50	228.20	371.70
50th percentile (median)		916.00	654.30	531.30	353.30	498.70	421.80	380.80	256.20	297.80	434.20
60th percentile	1 000.00	727.00	587.50	409.30	542.50	466.30	410.10	315.20	363.60	494.00	
70th percentile	1 070.70	787.30	642.70	442.40	588.00	507.90	448.00	384.10	412.70	559.00	
75th percentile	1 109.80	814.90	674.30	470.10	613.40	533.20	470.00	406.70	435.50	600.60	
80th percentile	1 161.80	832.30	715.10	500.10	646.30	559.50	491.70	431.90	466.20	649.20	
90th percentile	1 380.20	922.10	831.50	582.70	716.60	634.10	605.30	506.90	547.60	792.80	
Mean earnings		924.00	624.90	544.10	367.50	475.70	401.00	371.50	276.50	307.90	447.20

(a) Occupation classified according to ASCO (Second Edition).
See paragraphs 12 and 13 of the Explanatory Notes.

(b) See paragraph 7 of the Explanatory Notes.

WEEKLY TOTAL EARNINGS, All Employees—Occupation(a) *continued*

			Managers and administrators	Professionals	Associate professionals	Trades- persons and related workers	Advanced clerical and service workers	Intermediate clerical, sales and service workers	Intermediate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occupations
			PERSONS (%)									
Weekly total earnings (\$)												
Under 100			* 0.5	3.0	1.6	1.6	3.5	7.2	5.5	20.7	13.2	6.6
100 and under	200		0.8	4.6	2.9	3.2	6.6	8.4	5.2	16.6	12.1	7.0
200	300		0.9	4.0	4.7	8.2	9.4	10.3	4.7	14.9	10.6	7.8
300	400		1.1	4.8	7.4	9.6	9.3	12.3	8.2	13.5	13.4	9.3
400	500		2.4	6.7	9.3	15.5	17.5	19.4	19.2	15.4	20.5	14.3
500	600		3.4	10.4	14.5	19.3	20.7	19.6	16.8	8.2	12.8	14.4
600	700		6.9	11.3	15.8	13.3	16.2	11.4	11.1	5.2	7.6	10.9
700	800		7.7	15.1	14.2	9.6	9.0	6.0	8.2	2.6	3.6	8.7
800	900		11.9	17.1	9.9	6.6	4.5	2.9	6.1	1.3	2.4	7.2
900	1 000		10.8	8.7	7.2	4.2	1.7	1.4	4.3	0.7	1.3	4.3
1 000	1 100		14.8	4.3	4.3	2.7	* 0.5	0.5	3.2	* 0.3	1.1	2.9
1 100	1 200		9.0	2.7	2.8	1.9	* 0.2	0.2	2.2	* 0.2	0.5	1.8
1 000	1 300		7.4	1.7	1.3	1.3	* 0.7	* 0.1	1.6	* 0.2	* 0.3	1.3
1 300	1 400		4.7	1.3	1.4	1.2	* 0.0	* 0.1	1.0	* 0.1	* 0.1	0.9
1 400	1 500		3.2	0.8	0.9	0.7	* 0.0	* 0.1	0.8	* 0.1	* 0.1	0.6
1 500	1 600		2.6	0.9	0.4	* 0.3	* 0.1	* 0.0	0.5	* 0.0	* 0.1	0.4
1 600	1 700		1.9	0.4	* 0.2	* 0.3	* 0.0	* 0.0	* 0.3	* 0.0	* 0.1	0.3
1 700	1 800		2.0	0.4	* 0.2	* 0.2	* 0.0	* 0.0	* 0.4	* 0.0	* 0.1	0.3
1 800	1 900		1.3	0.2	* 0.1	* 0.2	* 0.0	* 0.0	* 0.2	* 0.0	* 0.0	0.2
1 900	2 000		1.4	0.3	* 0.2	* 0.0	* 0.0	* 0.0	* 0.1	* 0.0	* 0.1	0.2
2 000 and over			5.5	1.3	0.5	* 0.2	* 0.0	* 0.0	* 0.4	* 0.0	* 0.0	0.7
Total			100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

PERSONS ('000)

Total employees(b)	352.4	1 056.8	635.1	692.9	245.6	1 297.6	567.8	667.8	584.2	6 100.3
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PERSONS (\$)

10th percentile	603.90	260.80	301.50	263.40	196.20	133.00	188.90	62.00	75.40	145.70
20th percentile	752.90	456.50	432.00	374.90	300.60	240.90	369.80	96.30	149.10	280.70
25th percentile	808.70	522.10	490.70	413.80	351.40	291.00	408.10	117.10	194.30	342.40
30th percentile	863.90	574.70	515.40	447.60	402.70	334.20	438.50	150.30	242.60	393.00
40th percentile	938.70	658.40	595.40	504.80	467.40	410.10	488.00	215.20	339.30	465.30
50th percentile (median)	1 014.50	736.70	658.40	557.00	511.20	463.70	533.70	282.80	401.30	528.70
60th percentile	1 089.00	800.80	724.70	615.10	564.90	507.50	604.00	361.40	450.90	603.00
70th percentile	1 197.70	843.20	796.10	692.30	614.20	558.30	695.70	423.70	500.50	696.10
75th percentile	1 252.20	882.30	840.10	746.00	647.30	585.50	743.90	451.30	529.20	751.40
80th percentile	1 345.10	932.90	893.90	796.00	676.10	618.90	818.30	490.60	573.10	812.00
90th percentile	1 706.10	1 101.10	1 039.40	970.80	759.50	719.50	1 017.90	605.90	696.10	984.50
Mean earnings	1 104.10	733.60	679.00	601.50	504.10	449.60	594.30	314.30	398.50	573.70

(a) Occupation classified according to ASCO (Second Edition).
See paragraphs 12 and 13 of the Explanatory Notes.

(b) See paragraph 7 of the Explanatory Notes.

AVERAGE WEEKLY EARNINGS, Category of Employee

FULL-TIME EMPLOYEES.....

	<i>Managerial</i>			<i>Non-managerial.....</i>		<i>Total.....</i>	<i>Part-time employees</i>	<i>All employees</i>
	<i>Adult</i>	<i>Adult</i>	<i>Junior</i>	<i>Total</i>	<i>Adult</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>
<i>Average weekly earnings</i>	\$	\$	\$	\$	\$	\$	\$	\$

MALES

Ordinary time								
Base pay	965.40	638.20	295.20	620.40	704.70	687.70	225.40	620.00
Payment by measured result	6.70	14.00	* 0.90	13.30	12.50	12.00	* 2.60	10.60
Overaward and overagreement pay	3.90	8.30	3.40	8.10	7.40	7.30	* 0.40	6.30
Total ordinary time	976.00	660.50	299.50	641.80	724.60	706.90	228.40	636.90
Overtime	3.90	69.30	22.90	66.90	56.00	54.60	5.90	47.50
Total	979.90	729.70	322.40	708.70	780.60	761.50	234.30	684.30

FEMALES

Ordinary time								
Base pay	719.20	584.40	301.90	567.70	600.90	585.30	255.70	434.60
Payment by measured result	* 3.50	2.50	* 0.30	2.40	2.70	2.50	* 0.60	1.70
Overaward and overagreement pay	* 5.30	4.00	* 3.30	4.00	4.20	4.10	0.50	2.50
Total ordinary time	728.00	591.00	305.60	574.10	607.80	592.00	256.90	438.80
Overtime	* 1.30	14.70	10.20	14.50	13.10	12.90	3.10	8.40
Total	729.20	605.70	315.80	588.60	620.90	604.90	260.00	447.20

PERSONS

Ordinary time								
Base pay	904.10	617.90	298.00	600.40	667.90	651.10	247.60	533.50
Payment by measured result	5.90	9.70	0.70	9.20	9.00	8.60	* 1.20	6.40
Overaward and overagreement pay	4.30	6.70	3.40	6.50	6.30	6.10	0.50	4.50
Total ordinary time	914.30	634.20	302.00	616.10	683.20	665.80	249.30	544.50
Overtime	3.20	48.70	17.70	47.00	40.80	39.70	3.80	29.30
Total	917.50	683.00	319.70	663.10	723.90	705.60	253.10	573.70

AVERAGE WEEKLY EARNINGS, Category of Employee---Occupation(a)

FULL-TIME EMPLOYEES.....

Occupation	Managerial		Non-managerial.....		Total.....		Part-time employees	All employees
	Adult		Adult	Junior	Total	Adult	Total	Total
	\$	\$	\$	\$	\$	\$	\$	\$

MALES

Managers and administrators	1 170.20	958.50	..	958.50	1 162.30	1 162.30	469.40	1 150.20
Professionals	1 047.20	908.80	417.20	906.70	933.30	931.50	389.40	860.00
Associate professionals	764.30	809.90	315.80	806.60	792.20	790.30	221.80	759.50
Tradespersons and related workers	503.40	711.80	323.00	657.10	699.30	649.10	283.00	631.30
Advanced clerical and service workers	581.80	720.10	407.20	716.20	710.80	707.40	245.60	656.30
Intermediate clerical, sales and service workers	697.30	647.90	348.30	640.90	649.80	642.90	221.90	564.50
Intermediate production and transport workers	485.70	721.10	349.30	712.50	716.10	707.70	230.00	635.60
Elementary clerical, sales and service workers	521.30	613.90	315.70	594.30	613.10	593.70	167.50	385.80
Labourers and related workers	505.50	583.10	264.60	569.60	582.40	569.10	195.90	464.40
All occupations	979.90	729.70	322.40	708.70	780.60	761.50	234.30	684.30

FEMALES

Managers and administrators	995.60	842.00	..	842.00	987.80	987.80	428.90	924.00
Professionals	791.00	774.00	289.40	773.80	774.90	774.80	396.70	624.90
Associate professionals	592.80	636.00	348.30	627.20	618.80	613.70	333.30	544.10
Tradespersons and related workers	432.60	519.90	309.80	456.10	510.80	454.40	255.60	367.50
Advanced clerical and service workers	491.10	591.80	328.90	583.90	581.50	574.70	264.50	475.70
Intermediate clerical, sales and service workers	465.70	543.00	317.60	527.70	541.10	526.30	247.60	401.00
Intermediate production and transport workers	361.30	516.60	375.00	512.30	515.80	511.50	212.50	371.50
Elementary clerical, sales and service workers	378.40	504.60	311.90	471.00	503.40	470.30	190.40	276.50
Labourers and related workers	n.p.	489.20	271.90	481.70	489.20	481.70	204.70	307.90
All occupations	729.20	605.70	315.80	588.60	620.90	604.90	260.00	447.20

PERSONS

Managers and administrators	1 137.80	930.60	..	930.60	1 129.60	1 129.60	444.00	1 104.10
Professionals	994.30	843.80	407.00	842.80	862.40	861.50	395.10	733.60
Associate professionals	708.90	755.10	338.20	749.10	737.00	733.50	303.50	679.00
Tradespersons and related workers	496.50	701.00	321.20	643.30	688.20	635.50	268.30	601.50
Advanced clerical and service workers	503.70	618.10	336.20	610.60	607.20	600.70	263.40	504.10
Intermediate clerical, sales and service workers	582.20	584.20	323.00	570.90	584.10	571.20	243.80	449.60
Intermediate production and transport workers	482.30	699.60	352.80	691.30	695.40	687.30	223.60	594.30
Elementary clerical, sales and service workers	443.20	559.10	312.90	528.70	558.00	528.00	184.10	314.30
Labourers and related workers	505.50	557.10	266.30	545.40	556.80	545.20	201.40	398.50
All occupations	917.50	683.00	319.70	663.10	723.90	705.60	253.10	573.70

(a) Occupation classified according to ASCO
(Second Edition). See paragraphs 12 and
13 of the Explanatory Notes.

AVERAGE WEEKLY EARNINGS, Category of Employee—Industry(a)

FULL-TIME EMPLOYEES.....

Industry	Managerial				Non-managerial.....		Total.....		Part-time employees	All employees
	Adult		Adult		Junior	Total	Adult	Total	Total	Total
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
MALES										
Mining	1 453.30	1 191.20	469.20	1 177.10	1 210.30	1 196.90	409.10	1 187.40		
Manufacturing	988.10	715.50	333.80	698.60	747.40	731.10	300.10	711.40		
Electricity, gas and water supply	1 193.50	800.50	329.10	789.50	826.00	815.10	* 295.10	813.10		
Construction	771.90	745.00	363.00	706.70	750.90	720.00	331.00	708.40		
Wholesale trade	884.90	649.20	326.70	635.70	708.30	696.20	256.10	664.70		
Retail trade	734.60	572.70	303.80	530.30	622.50	585.90	155.70	431.80		
Accommodation, cafes and restaurants	723.80	562.70	313.90	546.00	599.60	584.70	205.60	413.40		
Transport and storage	1 002.60	782.50	312.00	772.30	812.50	803.10	323.80	758.70		
Communication services	1 089.20	777.10	441.50	776.60	816.40	815.90	346.60	800.40		
Finance and insurance	1 278.70	746.40	373.10	738.20	975.20	967.50	288.40	935.40		
Property and business services	1 001.80	746.80	300.00	709.20	834.50	804.10	264.20	708.00		
Government administration and defence	1 278.40	681.90	364.70	678.80	776.40	773.00	226.50	742.30		
Education	1 108.30	787.30	337.60	773.10	832.20	818.80	286.90	712.10		
Health and community services	1 195.00	766.20	168.50	751.70	869.30	856.40	364.40	734.00		
Cultural and recreational services	819.50	676.30	299.00	646.20	712.10	686.90	196.30	521.20		
Personal and other services	808.50	774.10	279.40	760.40	781.20	770.10	162.80	679.00		
All industries	979.90	729.70	322.40	708.70	780.60	761.50	234.30	684.30		

FEMALES

Mining	763.90	787.30	413.50	774.30	786.20	773.80	312.80	702.00
Manufacturing	714.10	566.30	347.40	560.10	580.10	574.10	277.70	497.70
Electricity, gas and water supply	1 454.00	659.90	339.00	659.80	685.20	685.10	339.20	607.40
Construction	477.40	605.10	249.70	588.90	550.70	542.70	244.10	418.00
Wholesale trade	641.00	547.00	320.70	532.70	563.90	551.20	261.30	467.10
Retail trade	540.00	477.00	318.10	451.10	490.30	467.40	185.00	279.00
Accommodation, cafes and restaurants	595.20	495.80	335.90	481.50	514.20	501.00	198.90	289.60
Transport and storage	748.50	607.50	356.60	600.00	627.20	620.10	255.30	543.40
Communication services	962.90	676.30	324.30	671.60	699.20	694.60	309.00	619.30
Finance and insurance	1 083.80	583.90	366.60	571.50	626.80	613.20	305.90	525.30
Property and business services	712.60	595.80	300.00	568.90	612.30	587.60	263.80	467.80
Government administration and defence	1 119.00	643.60	322.40	638.10	671.10	665.50	292.90	573.00
Education	1 018.70	702.90	254.30	694.60	727.50	719.40	293.50	539.20
Health and community services	825.50	635.10	291.70	623.30	651.10	639.80	345.70	474.20
Cultural and recreational services	610.90	631.00	317.00	621.80	627.80	620.10	170.70	353.10
Personal and other services	572.30	560.40	314.60	512.20	562.80	522.20	201.30	389.40
All industries	729.20	605.70	315.80	588.60	620.90	604.90	260.00	447.20

(a) See paragraph 3 of the Explanatory Notes.

AVERAGE WEEKLY EARNINGS, Category of Employee—Industry(a) *continued*

FULL TIME EMPLOYEES.....

Industry	Managerial				Non managerial.....		Total.....		Part-time employees	All employees
	Adult	Adult	Junior	Total	Adult	Total	Adult	Total	Total	Total
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
PERSONS										
Mining	1 411.10	1 153.50	460.40	1 139.00	1 171.70	1 157.80			350.80	1 135.70
Manufacturing	937.60	682.00	335.90	667.90	710.60	697.00			285.10	655.10
Electricity, gas and water supply	1 208.20	784.80	329.10	775.30	810.80	801.30			334.80	785.90
Construction	712.50	732.60	358.50	696.80	727.70	700.40			266.30	658.60
Wholesale trade	832.70	619.20	324.30	605.00	668.60	655.70			259.60	598.20
Retail trade	675.90	532.80	309.90	497.10	571.50	539.60			176.10	347.30
Accommodation, cafes and restaurants	681.30	536.40	324.20	520.30	567.30	552.50			201.30	347.40
Transport and storage	944.80	743.40	324.70	733.50	771.00	761.90			294.20	704.80
Communication services	1 063.20	746.80	349.60	744.70	782.40	780.40			318.60	740.30
Finance and insurance	1 247.30	647.90	367.90	635.70	804.50	790.30			303.90	700.90
Property and business services	940.00	676.60	300.00	643.70	745.80	716.50			263.90	595.10
Government administration and defence	1 251.00	667.10	342.30	662.90	738.30	733.90			277.00	671.50
Education	1 072.10	739.40	301.70	728.90	774.70	764.50			292.10	604.00
Health and community services	1 041.00	672.90	264.70	660.10	722.80	710.30			347.80	531.20
Cultural and recreational services	764.80	659.00	302.20	637.20	682.10	663.70			180.80	443.10
Personal and other services	718.30	690.40	309.20	651.80	696.10	664.20			191.70	528.50
All industries	917.50	683.00	319.70	663.10	723.90	705.60			253.10	573.70

(a) See paragraph 3 of the Explanatory Notes.

AVERAGE WEEKLY EARNINGS, Category of Employee—Sector

FULL-TIME EMPLOYEES.....

Sector	Managerial		Non-managerial.....		Total.....		Part-time employees	All employees
	Adult	Adult	Junior	Total	Adult	Total	Total	Total
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Private sector	934.80	712.70	321.40	685.50	764.50	740.50	221.00	654.00
Public sector	1 203.90	769.30	343.60	766.00	823.50	820.20	313.60	777.00
All sectors	979.90	729.70	322.40	708.70	780.60	761.50	234.30	684.30
FEMALES								
Private sector	656.80	561.70	316.40	540.50	576.50	557.30	238.30	397.70
Public sector	1 089.50	680.20	304.40	676.70	704.40	700.90	344.30	578.80
All sectors	729.20	605.70	315.80	588.60	620.90	604.90	260.00	447.20
PERSONS								
Private sector	865.60	659.50	319.40	633.80	702.30	679.00	233.40	536.80
Public sector	1 175.40	731.20	325.10	727.70	774.60	771.10	338.00	679.30
All sectors	917.50	683.00	319.70	663.10	723.90	705.60	253.10	573.70

AVERAGE WEEKLY EARNINGS, Category of Employee—States & Territories

FULL-TIME EMPLOYEES.....

States and Territories	Managerial				Non-manual.....		Total.....	Part-time employees	All employees
	Adult	Adult	Junior	Total	Adult	Total	Total	Total	Total
	\$	\$	\$	\$	\$	\$	\$	\$	\$
MALES									
New South Wales	1 038.10	746.00	336.00	727.00	808.50	791.10	238.80	1 086.60	
Victoria	973.10	731.10	317.10	712.60	784.20	767.70	236.10	695.10	
Queensland	870.50	705.50	331.20	686.30	736.60	719.50	221.50	644.80	
South Australia	915.70	673.20	315.40	652.50	715.00	695.80	240.00	626.50	
Western Australia	962.40	767.60	305.90	726.20	801.80	764.60	226.70	685.40	
Tasmania	866.00	641.40	297.60	625.00	674.00	658.60	253.80	605.30	
Northern Territory	971.70	786.10	352.20	771.90	816.40	803.70	247.90	710.80	
Australian Capital Territory	1 169.20	787.90	270.00	773.60	901.60	889.30	232.70	777.20	
Australia	979.90	729.70	322.40	708.70	780.60	761.50	234.30	684.30	

FEMALES

New South Wales	756.30	620.70	325.70	608.90	638.40	627.50	264.80	467.70	
Victoria	753.10	603.50	327.80	593.70	621.80	612.60	264.70	452.10	
Queensland	617.50	588.90	307.80	562.00	592.60	568.50	247.50	424.70	
South Australia	690.70	579.30	313.40	562.40	589.00	573.00	268.20	414.10	
Western Australia	711.30	590.10	312.90	557.70	603.80	573.20	242.20	414.40	
Tasmania	749.10	575.80	297.40	544.00	591.80	560.90	262.50	412.20	
Northern Territory	731.90	650.80	314.90	641.70	657.10	648.50	235.40	497.00	
Australian Capital Territory	939.30	671.20	308.00	662.20	712.70	704.30	291.00	536.60	
Australia	729.20	605.70	315.80	588.60	620.90	604.90	260.00	447.20	

PERSONS

New South Wales	966.60	698.20	332.50	682.20	747.60	732.70	257.30	598.30	
Victoria	921.00	682.00	320.60	667.10	726.10	712.40	257.60	580.80	
Queensland	800.30	661.50	318.50	638.00	684.60	663.40	240.50	540.00	
South Australia	871.30	640.50	314.60	621.00	673.90	655.30	261.10	527.80	
Western Australia	900.70	704.80	308.90	665.50	735.10	698.70	238.10	560.00	
Tasmania	838.60	619.10	297.50	596.20	647.20	625.30	260.50	514.00	
Northern Territory	914.00	728.40	338.00	716.60	752.30	741.30	239.70	610.50	
Australian Capital Territory	1 107.80	734.50	286.30	722.70	823.80	813.00	273.50	658.20	
Australia	917.50	683.00	319.70	663.10	723.90	705.60	253.10	573.70	

AVERAGE WEEKLY EARNINGS, Category of Employee—Occupation(a)

FULL-TIME EMPLOYEES.....

Occupation	Managerial		Non-managerial.....		Total.....		Part-time employees	All employees
	Adult	Adult	Junior	Total	Adult	Total	Total	Total
	\$	\$	\$	\$	\$	\$	\$	\$
MALES								
Managers and administrators	1 045.70	851.80	390.10	845.30	1 036.80	1 036.30	369.50	1 019.90
Professionals	1 017.40	914.10	* 387.40	912.10	933.70	932.00	370.20	852.90
Para-professionals	1 119.30	824.00	345.30	819.40	839.00	834.60	288.60	799.80
Tradespersons	546.70	700.10	323.00	647.20	689.70	641.30	306.90	626.70
Clerks	693.60	644.40	333.40	636.80	646.60	639.30	255.00	595.20
Salespersons and personal service workers	689.40	678.00	334.30	662.70	679.10	665.10	175.90	490.10
Plant and machine operators, and drivers	475.70	755.60	319.90	753.00	748.40	745.90	259.60	694.80
Labourers and related workers	502.40	600.20	302.20	585.90	599.40	585.20	194.20	463.50
All occupations	979.90	729.70	322.40	708.70	780.60	761.50	234.30	684.30
FEMALES								
Managers and administrators	826.70	732.20	371.80	704.40	820.40	818.00	364.60	765.30
Professionals	802.70	773.00	302.80	772.80	774.90	774.70	345.90	623.20
Para-professionals	640.90	715.40	357.30	711.50	712.10	708.50	434.40	591.60
Tradespersons	440.80	512.20	311.30	455.50	503.80	454.20	254.80	370.30
Clerks	496.60	559.30	319.40	544.30	555.20	541.30	268.30	450.70
Salespersons and personal service workers	576.00	530.10	313.20	503.80	531.60	505.90	207.90	307.90
Plant and machine operators, and drivers	250.00	536.10	345.20	532.60	535.40	532.00	234.90	457.80
Labourers and related workers	406.50	488.50	292.10	481.20	487.20	480.10	216.50	308.60
All occupations	729.20	605.70	315.80	588.60	620.90	604.90	260.00	447.20
PERSONS								
Managers and administrators	997.70	816.70	377.10	802.10	988.50	987.50	366.60	958.40
Professionals	974.70	849.10	* 380.90	848.00	866.10	865.20	352.90	739.10
Para-professionals	965.80	785.30	349.90	780.90	794.00	789.80	413.60	701.30
Tradespersons	535.30	688.60	321.40	633.40	677.70	627.40	277.70	596.60
Clerks	541.60	585.00	321.30	571.50	582.40	569.80	267.00	484.80
Salespersons and personal service workers	659.60	603.00	318.40	578.80	606.60	583.50	201.10	368.40
Plant and machine operators, and drivers	473.50	732.00	326.80	729.00	726.00	723.10	253.40	665.30
Labourers and related workers	466.00	571.80	300.10	559.50	570.70	558.50	207.20	401.40
All occupations	917.50	683.00	319.70	663.10	723.90	705.60	253.10	573.70

(a) Occupation classified according to
ASCO (First Edition). See paragraphs 12 and
13 of the Explanatory Notes.

WEEKLY TOTAL EARNINGS, Full-time Adult Employees—Occupation(a)

		Managers and administrators	Professionals	Associate professionals	Trades- persons and related workers	Advanced clerical and service workers	Intermediate clerical, sales and service workers	Intermediate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occupations
MALES (%)											
Weekly total earnings (\$)											
Under 100		* 0.1	* 0.1	* 0.0	* 0.1	* 0.0	* 0.2	* 0.1	* 0.2	1.4	0.2
100 and under	200	* 0.0	0.6	* 0.5	* 0.2	* 0.0	* 0.1	* 0.1	* 0.4	* 0.5	0.3
200	300	* 0.4	* 0.2	1.8	1.0	* 2.0	* 0.2	* 0.4	* 0.5	* 0.8	0.7
300	400	* 0.8	1.0	4.5	4.1	* 1.7	2.6	4.0	4.7	9.9	3.6
400	500	1.6	2.6	6.2	14.5	12.3	15.8	19.6	25.0	30.0	12.8
500	600	2.9	8.9	10.5	23.9	14.4	26.6	21.1	23.8	21.9	17.0
600	700	6.3	9.7	16.4	17.1	22.7	22.9	14.5	21.2	14.5	15.0
700	800	7.3	15.1	17.7	12.4	19.9	14.8	11.1	10.6	7.3	12.7
800	900	11.9	20.5	13.2	8.8	13.5	8.4	8.2	5.5	5.2	11.1
900	1 000	10.8	13.2	10.4	5.7	* 3.7	4.4	6.0	3.1	2.7	7.6
1 000	1 100	15.2	7.7	6.6	3.7	* 2.8	1.6	4.5	* 1.5	2.5	5.6
1 100	1 200	9.2	5.2	3.9	2.5	* 1.0	* 0.8	3.0	* 1.0	1.1	3.5
1 200	1 300	8.2	3.5	2.2	1.7	* 4.8	* 0.5	2.2	* 1.3	* 0.7	2.6
1 300	1 400	5.0	2.5	2.2	1.6	* 0.1	* 0.4	1.4	* 0.7	* 0.3	1.9
1 400	1 500	3.2	1.7	1.4	0.9	* 0.4	* 0.2	1.2	* 0.4	* 0.2	1.2
1 500	1 600	3.0	1.6	0.7	* 0.4	* 0.6	* 0.1	0.7	* 0.0	* 0.3	0.9
1 600	1 700	2.1	0.8	* 0.4	* 0.4	* 0.2	* 0.1	* 0.4	* 0.0	* 0.2	0.6
1 700	1 800	2.3	1.0	* 0.4	* 0.3	* 0.0	* 0.1	* 0.5	* 0.1	* 0.2	0.6
1 800	1 900	1.5	* 0.5	* 0.1	* 0.3	* 0.0	* 0.1	* 0.3	* 0.0	* 0.0	0.4
1 900	2 000	1.5	0.6	* 0.3	* 0.0	* 0.0	* 0.0	* 0.2	* 0.0	* 0.1	0.4
2 000 and over		6.5	2.8	0.7	* 0.3	* 0.0	* 0.1	* 0.6	* 0.0	* 0.1	1.4
Total		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
MALES ('000)											
Total employees(b)		275.7	422.7	374.7	506.9	34.0	307.0	397.4	110.5	233.0	2 662.0
MALES (\$)											
10th percentile		673.00	570.70	461.60	432.30	445.70	457.20	438.20	420.50	385.60	447.80
20th percentile		801.80	668.20	565.10	500.10	536.30	501.20	483.80	452.70	425.50	508.00
25th percentile		851.00	713.80	603.00	517.20	573.40	518.50	502.00	473.50	445.80	538.70
30th percentile		890.20	751.40	636.30	538.50	598.70	540.90	520.80	498.10	461.90	571.20
40th percentile		973.30	807.00	700.40	581.60	644.40	578.70	566.70	529.30	491.20	632.30
50th percentile (median)		1 040.00	843.80	756.00	629.90	690.90	619.40	634.80	581.10	524.80	701.30
60th percentile		1 120.20	906.50	812.10	691.60	730.40	660.20	701.20	617.40	572.30	779.20
70th percentile		1 232.30	980.60	892.20	773.70	775.60	708.10	789.50	665.20	634.20	863.90
75th percentile		1 299.20	1 034.20	926.30	816.60	806.30	740.70	844.50	695.10	668.90	915.40
80th percentile		1 405.20	1 101.70	981.30	872.70	842.60	771.80	913.90	729.70	712.40	981.30
90th percentile		1 776.20	1 354.90	1 153.80	1 056.10	987.10	885.20	1 111.40	868.60	860.90	1 194.30
Mean earnings		1 162.30	933.30	792.20	699.30	710.80	649.80	716.10	613.10	582.40	780.60

(a) Occupation classified according to ASCO (Second Edition).
See paragraphs 12 and 13 of the Explanatory Notes.

(b) See paragraph 7 of the Explanatory Notes.

WEEKLY TOTAL EARNINGS, Full-time Adult Employees—Occupation(a) *continued*

			Managers and administrators	Professionals	Associate professionals	Trades- persons and related workers	Advanced clerical and service workers	Intermediate clerical, sales and service workers	Intermediate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occupations
FEMALES (%)												
Weekly total earnings (\$)												
Under 100			* 0.0	* 0.0	* 0.2	* 0.0	* 0.4	* 0.1	* 0.1	* 0.2	* 1.9	0.2
100 and under	200		* 0.4	* 0.2	* 1.3	* 1.9	* 0.1	* 0.1	* 0.2	* 0.1	* 0.2	0.3
200	300		* 1.3	* 0.2	2.0	* 1.6	* 1.4	0.8	* 0.6	* 0.9	* 2.3	1.0
300	400		* 0.6	0.7	6.7	9.4	4.7	7.0	18.0	10.5	18.9	6.4
400	500		* 3.4	4.3	13.8	46.2	21.3	32.4	45.5	48.3	37.5	23.5
500	600		* 3.7	12.2	26.6	18.8	30.9	33.3	15.7	21.5	21.9	23.6
600	700		9.4	16.1	20.4	10.1	22.9	15.7	8.7	9.6	9.5	15.6
700	800		10.1	23.4	13.2	8.6	11.2	6.8	* 4.4	5.2	3.5	11.6
800	900		14.2	24.8	7.6	* 1.2	4.6	2.6	* 2.7	* 2.0	* 2.1	9.0
900	1 000		12.3	9.7	3.8	* 1.1	2.1	0.9	* 1.1	* 1.2	* 1.6	4.0
1 000	1 100		14.5	3.6	1.6	* 0.1	* 0.3	* 0.3	* 0.9	* 0.2	* 0.2	1.8
1 100	1 200		10.0	1.6	1.8	* 0.1	* 0.1	* 0.1	* 1.1	* 0.0	* 0.3	1.1
1 200	1 300		5.2	* 0.7	* 0.2	* 0.4	* 0.0	* 0.0	* 0.4	* 0.0	* 0.0	0.5
1 300	1 400		4.3	0.8	* 0.4	* 0.1	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	0.4
1 400	1 500		* 3.8	* 0.3	* 0.1	* 0.2	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	0.3
1 500	1 600		* 1.3	* 0.6	* 0.0	* 0.1	* 0.0	* 0.0	* 0.2	* 0.0	* 0.0	0.2
1 600	1 700		* 1.3	* 0.2	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	* 0.1	* 0.0	* 0.1
1 700	1 800		* 0.9	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	* 0.3	* 0.0	* 0.0	* 0.1
1 800	1 900		* 0.4	* 0.1	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0
1 900	2 000		* 1.2	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.1
2 000 and over			* 1.7	* 0.4	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	0.2
Total			100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES ('000)												
Total employees(b)			63.6	342.7	175.0	31.7	137.1	468.5	45.8	111.3	88.5	1 464.2
FEMALES (\$)												
10th percentile			605.90	544.30	399.10	368.20	415.60	407.40	380.10	386.30	359.40	408.20
20th percentile			709.60	612.00	471.90	417.10	469.90	446.20	401.50	410.50	390.60	452.10
25th percentile			761.60	647.80	500.50	426.10	489.30	458.90	408.90	421.80	403.00	471.90
30th percentile			806.00	678.50	508.90	430.60	501.50	471.60	414.60	427.30	414.90	492.10
40th percentile			885.60	729.40	547.50	442.80	540.90	498.50	436.90	449.20	438.80	529.90
50th percentile (median)			962.40	770.20	596.70	470.30	573.50	521.90	462.50	468.60	464.90	576.80
60th percentile			1 032.30	811.60	638.70	500.50	603.20	549.80	487.20	499.40	495.30	624.00
70th percentile			1 099.50	836.20	692.00	549.50	645.90	584.80	538.50	531.60	530.10	694.30
75th percentile			1 146.60	853.00	728.10	580.30	671.40	607.00	569.70	553.60	553.40	734.50
80th percentile			1 201.50	886.40	761.00	609.30	687.90	627.00	593.30	589.80	585.20	777.30
90th percentile			1 408.50	977.10	867.40	725.90	757.20	703.60	712.70	678.40	666.30	880.70
Mean earnings			987.80	774.90	618.80	510.80	581.50	541.10	515.80	503.40	489.20	620.90

(a) Occupation classified according to ASCO (Second Edition).
See paragraphs 12 and 13 of the Explanatory Notes.

(b) See paragraph 7 of the Explanatory Notes.

WEEKLY TOTAL EARNINGS, Full-time Adult Employees---Occupation(a) continued

		Managers and administrators	Professionals	Associate professionals	Trades- persons and related workers	Advanced clerical and service workers	Intermediate clerical, sales and service workers	Intermediate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	All occupations
PERSONS (%)											
Weekly total earnings (\$)											
Under 100		* 0.1	* 0.1	* 0.1	* 0.1	* 0.3	* 0.1	* 0.1	* 0.2	1.6	0.2
100 and under	200	* 0.1	0.4	0.8	* 0.3	* 0.1	* 0.1	* 0.1	* 0.2	* 0.4	0.3
200	300	* 0.6	* 0.2	1.8	1.1	1.5	0.6	* 0.4	* 0.7	1.2	0.8
300	400	0.8	0.9	5.2	4.4	4.1	5.2	5.4	7.6	12.4	4.6
400	500	1.9	3.4	8.6	16.4	19.5	25.8	22.3	36.7	32.1	16.6
500	600	3.0	10.3	15.6	23.6	27.6	30.6	20.5	22.7	21.9	19.4
600	700	6.9	12.6	17.7	16.7	22.9	18.5	13.9	15.4	13.1	15.2
700	800	7.8	18.8	16.3	12.2	12.9	9.9	10.4	7.9	6.3	12.3
800	900	12.3	22.4	11.4	8.3	6.4	4.9	7.7	3.8	4.4	10.3
900	1 000	11.1	11.6	8.3	5.4	2.4	2.3	5.5	2.2	2.4	6.3
1 000	1 100	15.1	5.8	5.0	3.5	* 0.8	0.8	4.1	* 0.8	1.9	4.3
1 100	1 200	9.4	3.6	3.2	2.4	* 0.3	0.4	2.8	* 0.5	0.9	2.7
1 200	1 300	7.7	2.3	1.6	1.7	* 1.0	* 0.2	2.0	* 0.6	* 0.5	1.8
1 300	1 400	4.9	1.8	1.6	1.5	* 0.1	* 0.2	1.2	* 0.3	* 0.2	1.4
1 400	1 500	3.3	1.1	1.0	0.8	* 0.1	* 0.1	1.0	* 0.2	* 0.1	0.9
1 500	1 600	2.7	1.1	0.5	* 0.4	* 0.1	* 0.0	0.7	* 0.0	* 0.2	0.6
1 600	1 700	2.0	0.6	* 0.3	* 0.3	* 0.0	* 0.1	* 0.4	* 0.0	* 0.1	0.4
1 700	1 800	2.1	0.6	* 0.2	* 0.2	* 0.0	* 0.0	* 0.5	* 0.1	* 0.1	0.4
1 800	1 900	1.3	* 0.3	* 0.1	* 0.3	* 0.0	* 0.0	* 0.2	* 0.0	* 0.0	0.3
1 900	2 000	1.4	0.4	* 0.2	* 0.0	* 0.0	* 0.0	* 0.2	* 0.0	* 0.1	0.2
2 000 and over		5.6	1.7	0.5	* 0.3	* 0.0	* 0.1	* 0.5	* 0.0	* 0.1	1.0
Total		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

PERSONS ('000)

Total employees(b)	339.3	765.5	549.7	538.5	171.1	775.5	443.2	221.8	321.5	4 126.1
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PERSONS (\$)

10th percentile	650.50	555.20	422.10	426.70	424.50	423.70	420.50	400.90	375.90	427.10
20th percentile	780.80	637.20	508.30	487.10	479.10	461.20	468.30	426.50	413.40	485.10
25th percentile	828.70	677.80	545.30	506.40	498.00	479.10	488.00	440.40	428.80	507.00
30th percentile	878.70	711.10	579.80	528.90	512.00	494.00	505.30	450.60	446.00	532.60
40th percentile	961.20	767.50	639.80	573.00	554.00	520.00	549.30	480.40	474.60	587.10
50th percentile (median)	1 028.20	813.60	700.60	620.10	588.30	552.80	608.80	509.10	506.70	649.60
60th percentile	1 101.70	843.00	759.10	681.80	626.80	587.90	681.20	551.40	545.70	722.10
70th percentile	1 209.60	905.00	827.40	764.30	673.40	632.60	760.40	604.50	603.70	803.60
75th percentile	1 267.10	944.50	867.70	802.60	695.50	658.80	822.00	631.60	635.40	844.20
80th percentile	1 356.40	989.00	921.40	858.40	722.10	691.90	885.50	667.30	674.80	902.00
90th percentile	1 723.10	1 193.50	1 075.00	1 038.40	808.70	787.30	1 090.80	769.30	822.70	1 090.20
Mean earnings	1 129.60	862.40	737.00	688.20	607.20	584.10	695.40	558.00	556.80	723.90

(a) Occupation classified according to ASCO (Second Edition).
See paragraphs 12 and 13 of the Explanatory Notes.

(b) See paragraph 7 of the Explanatory Notes.

AVERAGE WEEKLY EARNINGS, Full-time Adult Employees—Occupation(a)

ORDINARY TIME.....

Occupation	Base pay \$	Payment by measured result \$	Overaward and overagreement pay \$	Total \$	Overtime \$	Total \$
MALES						
Managers and administrators	1 142.80	* 8.40	4.80	1 156.00	6.30	1 162.30
Professionals	900.40	8.00	4.70	913.10	20.30	933.30
Associate professionals	751.40	5.50	3.60	760.60	31.60	792.20
Tradespersons and related workers	585.10	8.70	13.70	607.50	91.80	699.30
Advanced clerical and service workers	650.90	* 39.00	* 4.60	694.50	* 16.30	710.80
Intermediate clerical, sales and service workers	599.10	16.60	7.80	623.50	26.20	649.80
Intermediate production and transport workers	560.70	28.10	9.30	598.10	117.90	716.10
Elementary clerical, sales and service workers	527.80	* 17.40	* 2.90	548.10	65.00	613.10
Labourers and related workers	493.00	6.80	6.70	506.50	75.90	582.40
All occupations	704.70	12.50	7.40	724.60	56.00	780.60
FEMALES						
Managers and administrators	977.80	* 6.30	* 2.60	986.70	* 1.10	987.80
Professionals	763.70	* 1.30	* 1.70	766.70	8.20	774.90
Associate professionals	597.70	* 3.60	* 6.80	608.00	10.80	618.80
Tradespersons and related workers	480.40	* 2.50	* 3.90	486.70	24.10	510.80
Advanced clerical and service workers	567.20	* 0.50	8.00	575.60	5.90	581.50
Intermediate clerical, sales and service workers	522.00	* 3.10	4.50	529.60	11.50	541.10
Intermediate production and transport workers	453.60	7.60	5.40	466.60	49.30	515.80
Elementary clerical, sales and service workers	482.00	* 1.80	1.90	485.70	17.70	503.40
Labourers and related workers	445.50	* 3.00	4.40	452.90	36.40	489.20
All occupations	600.90	2.70	4.20	607.80	13.10	620.90
PERSONS						
Managers and administrators	1 111.90	8.00	4.40	1 124.30	5.30	1 129.60
Professionals	839.20	5.00	3.40	847.60	14.90	862.40
Associate professionals	702.50	4.90	4.60	712.00	25.00	737.00
Tradespersons and related workers	579.00	8.30	13.10	600.40	87.80	688.20
Advanced clerical and service workers	583.80	* 8.10	7.30	599.20	8.00	607.20
Intermediate clerical, sales and service workers	552.50	8.50	5.80	566.80	17.30	584.10
Intermediate production and transport workers	549.70	25.90	8.90	584.50	110.80	695.40
Elementary clerical, sales and service workers	504.80	* 9.60	2.40	516.80	41.30	558.00
Labourers and related workers	479.90	5.80	6.10	491.80	65.00	556.80
All occupations	667.90	9.00	6.30	683.20	40.80	723.90

(a) Occupation classified according to ASCO
(Second Edition). See paragraphs 12
and 13 of the Explanatory Notes.

AVERAGE WEEKLY EARNINGS, Full-time Adult Employees--Industry(a)

ORDINARY TIME.....

Industry	Base pay \$	Payment by measured result \$	Overaward and overagreement pay \$	Total \$	Overtime \$	Total \$
MALES						
Mining	957.20	120.30	13.00	1 090.60	119.80	1 210.30
Manufacturing	631.80	8.60	12.60	653.00	94.30	747.40
Electricity, gas and water supply	746.30	* 1.60	* 0.30	748.30	77.70	826.00
Construction	657.00	* 4.20	4.20	665.50	85.50	750.90
Wholesale trade	640.50	* 17.20	18.50	676.30	32.00	708.30
Retail trade	550.30	34.70	12.00	597.00	25.50	622.50
Accommodation, cafes and restaurants	581.60	* 0.00	* 3.50	585.20	14.50	599.60
Transport and storage	682.10	* 30.80	* 2.40	715.20	97.30	812.50
Communication services	723.80	* 1.40	* 0.60	725.70	90.70	816.40
Finance and insurance	944.60	* 6.70	7.30	958.60	16.60	975.20
Property and business services	791.60	* 7.20	4.50	803.30	31.20	834.50
Government administration and defence	748.70	* 0.00	0.80	749.50	26.80	776.40
Education	822.50	* 0.10	* 2.80	825.40	* 6.80	832.20
Health and community services	825.60	* 1.30	* 2.10	828.90	40.40	869.30
Cultural and recreational services	684.60	* 2.40	* 4.60	691.60	20.40	712.10
Personal and other services	730.10	* 0.50	* 2.10	732.80	48.40	781.20
All industries	704.70	12.50	7.40	724.60	56.00	780.60
FEMALES						
Mining	741.80	* 17.90	* 1.20	760.90	* 25.30	786.20
Manufacturing	534.70	8.90	6.60	550.10	30.00	580.10
Electricity, gas and water supply	661.40	* 0.20	* 0.20	661.80	* 23.50	685.20
Construction	530.00	* 0.00	* 0.40	530.40	* 20.30	550.70
Wholesale trade	539.10	* 6.40	* 11.10	556.60	7.30	563.90
Retail trade	472.30	* 1.90	* 5.90	480.10	10.20	490.30
Accommodation, cafes and restaurants	505.50	* 0.20	* 1.50	507.20	7.00	514.20
Transport and storage	598.00	* 5.50	* 0.70	604.30	22.90	627.20
Communication services	665.70	* 0.20	* 1.70	667.60	31.60	699.20
Finance and insurance	605.10	* 0.30	8.20	613.50	13.30	626.80
Property and business services	593.70	* 2.90	7.30	603.90	8.30	612.30
Government administration and defence	661.40	* 0.20	0.40	662.00	9.10	671.10
Education	724.20	* 0.00	* 0.80	725.00	* 2.50	727.50
Health and community services	636.60	* 0.10	* 1.50	638.10	13.00	651.10
Cultural and recreational services	607.20	* 3.20	* 2.90	613.20	14.50	627.80
Personal and other services	527.10	* 9.70	* 6.50	543.30	19.50	562.80
All industries	600.90	2.70	4.20	607.80	13.10	620.90

(a) See paragraph 3 of the Explanatory Notes.

AVERAGE WEEKLY EARNINGS, Full-time Adult Employees—Industry(a) continued

ORDINARY TIME.....

	Base pay	Payment by measured result	Overaward and overagreement pay	Total	Overtime	Total
Industry	\$	\$	\$	\$	\$	\$
PERSONS						
Mining	937.60	111.00	12.00	1 060.50	111.20	1 171.70
Manufacturing	610.40	8.70	11.30	630.40	80.20	710.60
Electricity, gas and water supply	737.20	* 1.50	* 0.30	738.90	71.80	810.80
Construction	642.30	* 3.70	3.80	649.80	77.90	727.70
Wholesale trade	612.70	14.30	16.40	643.30	25.20	668.60
Retail trade	520.20	22.00	9.70	551.90	19.60	571.50
Accommodation, cafes and restaurants	552.80	* 0.10	* 2.80	555.60	11.60	567.30
Transport and storage	663.30	* 25.10	* 2.00	690.40	80.60	771.00
Communication services	706.90	* 1.00	* 0.90	708.90	73.60	782.40
Finance and insurance	778.30	* 3.50	7.80	789.60	15.00	804.50
Property and business services	712.70	* 5.50	5.60	723.80	22.10	745.80
Government administration and defence	717.10	* 0.10	0.70	717.80	20.40	738.30
Education	768.50	* 0.10	* 1.70	770.30	* 4.40	774.70
Health and community services	698.70	* 0.50	* 1.70	700.80	22.00	722.80
Cultural and recreational services	657.10	* 2.70	* 4.00	663.70	18.30	682.10
Personal and other services	651.00	* 4.10	* 3.80	659.00	37.10	696.10
All industries	667.90	9.00	6.30	683.20	40.80	723.90

(a) See paragraph 3 of the Explanatory Notes.

AVERAGE WEEKLY EARNINGS, Full-time Adult Employees—Sector

ORDINARY TIME.....

Sector	Base pay \$	Payment by measured result \$	Overaward and overagreement pay \$	Total \$	Overtime \$	Total \$
MALES						
Private sector	678.00	17.10	9.80	705.00	59.50	764.50
Public sector	775.60	* 0.10	* 1.10	776.80	46.70	823.50
All sectors	704.70	12.50	7.40	724.60	56.00	780.60
FEMALES						
Private sector	553.00	4.00	6.20	563.20	13.30	576.50
Public sector	691.30	* 0.00	* 0.40	691.70	12.70	704.40
All sectors	600.90	2.70	4.20	607.80	13.10	620.90
PERSONS						
Private sector	636.60	12.80	8.60	658.10	44.20	702.30
Public sector	741.00	* 0.10	0.80	741.90	32.70	774.60
All sectors	667.90	9.00	6.30	683.20	40.80	723.90

AVERAGE WEEKLY EARNINGS, Full-time Adult Employees—States & Territories

ORDINARY TIME.....

<i>States and Territories</i>	<i>Base pay</i>	<i>Payment by measured result</i>	<i>Overaward and overagreement pay</i>	<i>Total</i>	<i>Overtime</i>	<i>Total</i>
\$	\$	\$	\$	\$	\$	\$
MALES						
New South Wales	724.70	13.80	10.30	748.70	59.70	808.50
Victoria	713.70	9.30	6.00	729.10	55.10	784.20
Queensland	661.80	10.30	6.80	679.00	57.60	736.60
South Australia	647.00	* 18.20	6.30	671.50	43.40	715.00
Western Australia	714.80	20.90	5.30	741.00	60.80	801.80
Tasmania	628.70	* 3.70	* 4.00	636.50	37.60	674.00
Northern Territory	723.80	* 5.60	* 2.10	731.50	84.90	816.40
Australian Capital Territory	870.30	* 2.70	* 2.70	875.80	25.90	901.60
Australia	704.70	12.50	7.40	724.60	56.00	780.60
FEMALES						
New South Wales	616.60	* 2.20	5.70	624.60	13.80	638.40
Victoria	600.90	* 3.50	3.60	608.00	13.80	621.80
Queensland	574.30	* 2.60	* 4.00	580.90	11.70	592.60
South Australia	572.10	* 1.70	* 2.50	576.40	12.70	589.00
Western Australia	583.60	* 4.20	2.40	590.20	13.60	603.80
Tasmania	576.70	* 0.80	* 4.80	582.30	9.40	591.80
Northern Territory	637.40	* 2.60	* 0.60	640.50	* 16.50	657.10
Australian Capital Territory	703.40	* 0.00	* 1.40	704.80	7.90	712.70
Australia	600.90	2.70	4.20	607.80	13.10	620.90
PERSONS						
New South Wales	686.00	9.60	8.70	704.30	43.30	747.60
Victoria	673.40	7.20	5.20	685.80	40.30	726.10
Queensland	630.20	7.50	5.80	643.60	41.00	684.60
South Australia	622.60	* 12.80	5.10	640.50	33.40	673.90
Western Australia	670.60	15.30	4.30	690.20	44.90	735.10
Tasmania	611.80	* 2.80	* 4.30	618.80	28.40	647.20
Northern Territory	689.00	* 4.40	* 1.50	694.90	57.40	752.30
Australian Capital Territory	801.60	* 1.60	* 2.20	805.40	18.50	823.80
Australia	667.90	9.00	6.30	683.20	40.80	723.90

EARNINGS AND HOURS, Non-Managerial Employees—Occupation(a)

Occupation	AVERAGE WEEKLY EARNINGS.....			AVERAGE WEEKLY HOURS PAID FOR.....			AVERAGE HOURLY EARNINGS.....		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours	\$	\$	\$
PERMANENT									
Professionals	887.20	685.20	777.30	37.0	32.8	34.7	24.00	20.90	22.40
Associate professionals	802.30	568.20	715.60	39.4	34.9	37.7	20.40	16.30	19.00
Advanced clerical and service workers	647.00	395.90	623.10	41.0	33.8	40.3	15.80	11.70	15.50
Tradespersons and related workers	684.20	521.10	549.30	35.8	33.7	34.0	19.10	15.50	16.10
Intermediate clerical, sales and service workers	619.90	454.60	507.50	38.0	33.0	34.6	16.30	13.80	14.70
Intermediate production and transport workers	698.30	448.00	667.00	42.8	35.7	41.9	16.30	12.60	15.90
Elementary clerical, sales and service workers	530.10	358.50	422.70	37.1	29.7	32.5	14.30	12.10	13.00
Labourers and related workers	530.30	380.70	475.80	38.5	31.2	35.9	13.80	12.20	13.30
All occupations	687.70	501.50	603.50	39.5	32.7	36.4	17.40	15.30	16.60
TEMPORARY/CASUAL									
Professionals	525.30	412.00	449.20	22.2	18.9	20.0	23.60	21.80	22.50
Associate professionals	351.40	384.90	369.20	22.3	23.5	22.9	15.80	16.40	16.10
Advanced clerical and service workers	518.90	264.40	441.70	33.0	20.5	29.2	15.70	12.90	15.10
Tradespersons and related workers	478.00	281.60	305.80	27.3	19.4	20.3	17.50	14.50	15.00
Intermediate clerical, sales and service workers	268.20	248.60	252.80	18.5	18.1	18.2	14.50	13.70	13.90
Intermediate production and transport workers	358.10	244.20	325.50	24.5	19.2	23.0	14.60	12.70	14.20
Elementary clerical, sales and service workers	184.70	189.80	188.20	15.4	15.8	15.6	12.00	12.00	12.00
Labourers and related workers	301.50	216.80	256.70	23.4	17.3	20.2	12.90	12.50	12.70
All occupations	336.40	261.10	289.30	21.9	17.8	19.3	15.30	14.70	15.00
TOTAL									
Professionals	829.90	618.60	709.40	34.6	29.4	31.7	24.00	21.00	22.40
Associate professionals	768.80	543.60	681.90	38.1	33.4	36.3	20.20	16.30	18.80
Advanced clerical and service workers	638.00	364.60	606.90	40.4	30.6	39.3	15.80	11.90	15.40
Tradespersons and related workers	664.70	488.90	518.10	35.0	31.7	32.3	19.00	15.40	16.10
Intermediate clerical, sales and service workers	560.50	401.30	448.30	34.7	29.1	30.8	16.20	13.80	14.60
Intermediate production and transport workers	638.40	371.70	596.10	39.6	29.5	38.0	16.10	12.60	15.70
Elementary clerical, sales and service workers	385.30	276.30	313.90	28.0	22.9	24.7	13.80	12.10	12.70
Labourers and related workers	464.20	308.00	398.20	34.1	25.1	30.3	13.60	12.30	13.10
All occupations	626.80	429.80	529.70	36.5	28.3	32.4	17.20	15.20	16.30

(a) Occupation classified according to ASCO (Second Edition). See paragraphs 12 and 13 of the Explanatory Notes.

AVERAGE WEEKLY HOURS PAID FOR, Non-Managerial Employees—Category of Employee

	FULL-TIME EMPLOYEES.....			PART-TIME EMPLOYEES.....		
	<i>Adult</i>	<i>Junior</i>	<i>Total</i>	<i>Adult</i>	<i>Junior</i>	<i>Total</i>
<i>Average weekly hours paid for</i>	hours	hours	hours	hours	hours	hours
MALES						
Ordinary time	38.1	37.8	38.0	16.4	12.0	15.4
Overtime	2.8	1.8	2.7	0.3	* 0.1	0.3
Total	40.8	39.6	40.8	16.7	12.1	15.7
FEMALES						
Ordinary time	37.5	37.7	37.5	18.0	12.0	17.3
Overtime	0.6	0.8	0.6	0.2	0.2	0.2
Total	38.2	38.5	38.2	18.2	12.2	17.5
PERSONS						
Ordinary time	37.9	37.8	37.9	17.6	12.0	16.8
Overtime	2.0	1.4	1.9	0.2	0.2	0.2
Total	39.8	39.2	39.8	17.8	12.2	17.0

WEEKLY TOTAL EARNINGS, Full-time Adult Non-managerial Employees—Industry(a)

		Manufacturing	Wholesale trade and Retail trade	Transport and storage; Communication services	Finance and insurance; Property and business services	Government administration and defence	Education; Health and community services	Accommodation; Cultural and Personal services	Other	All industries
MALES (%)										
Weekly total earnings (\$)										
Under 100		0.4	* 0.1	* 0.0	* 0.1	* 0.1	* 0.6	* 0.4	* 0.0	0.2
100 and under	200	* 0.2	* 0.0	* 0.2	* 0.2	* 0.2	* 0.1	* 0.3	* 0.0	0.1
200	300	* 0.3	* 0.5	* 0.3	* 0.3	* 0.3	* 0.5	* 0.5	* 0.2	0.4
300	400	4.1	4.9	1.7	4.2	1.8	2.8	6.7	1.8	3.6
400	500	15.2	27.8	8.2	10.6	14.5	11.5	14.2	8.9	14.5
500	600	20.5	24.8	17.1	19.4	20.8	13.3	19.7	17.2	19.4
600	700	15.7	16.9	18.9	18.2	19.2	11.2	17.5	15.5	16.4
700	800	12.8	11.0	15.5	15.6	18.9	14.2	13.4	11.6	13.7
800	900	9.7	5.0	12.4	9.5	13.1	22.5	12.2	9.8	11.2
900	1 000	7.1	3.4	8.7	7.5	5.0	10.8	7.2	7.9	7.1
1 000	1 100	5.1	1.8	5.8	4.4	3.1	3.2	4.0	6.5	4.3
1 100	1 200	3.5	1.0	3.5	3.0	1.3	3.0	1.3	4.3	2.8
1 200	1 300	1.7	1.6	2.4	1.5	* 0.7	1.4	* 0.7	4.3	1.9
1 300	1 400	1.4	* 0.4	1.3	1.6	* 0.4	1.0	* 0.5	3.4	1.3
1 400	1 500	0.8	* 0.1	1.3	1.7	* 0.1	* 0.6	* 0.3	2.1	0.9
1 500	1 600	0.4	* 0.3	0.9	* 0.5	* 0.1	* 0.6	* 0.4	1.5	0.6
1 600	1 700	* 0.3	* 0.1	* 0.5	* 0.1	* 0.1	* 0.3	* 0.2	1.2	0.3
1 700	1 800	* 0.3	* 0.0	* 0.3	* 0.5	* 0.1	* 0.4	* 0.0	1.2	0.4
1 800	1 900	* 0.2	* 0.0	* 0.2	* 0.2	* 0.0	* 0.2	* 0.1	0.9	0.2
1 900	2 000	* 0.0	* 0.1	* 0.2	* 0.1	* 0.0	* 0.4	* 0.1	* 0.4	0.2
2 000 and over		* 0.2	* 0.1	* 0.5	* 0.8	* 0.1	1.5	* 0.2	1.3	0.6
Total		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
MALES ('000)										
Total employees(b)		517.4	314.1	235.1	231.4	158.1	235.5	165.7	263.0	2 120.4
MALES (\$)										
10th percentile		438.30	421.00	498.40	458.00	472.10	459.70	411.40	494.00	448.60
20th percentile		499.00	453.00	555.30	521.30	509.10	537.00	486.50	560.80	503.40
25th percentile		516.50	470.10	586.10	547.80	531.70	571.40	506.00	583.50	527.90
30th percentile		541.30	488.00	614.40	576.30	558.80	609.20	537.40	612.00	554.70
40th percentile		595.60	519.50	669.10	629.80	612.50	699.60	584.90	680.30	610.30
50th percentile (median)		655.30	558.90	723.30	685.90	660.00	777.10	637.50	760.00	671.30
60th percentile		728.50	607.20	785.80	746.00	714.40	817.80	705.00	843.10	739.20
70th percentile		808.80	664.70	870.10	818.30	768.30	847.00	772.80	961.00	814.80
75th percentile		856.80	700.20	907.90	865.20	797.40	880.90	812.70	1 028.60	852.70
80th percentile		916.60	740.00	960.20	923.20	823.80	932.50	841.70	1 115.40	906.20
90th percentile		1 074.10	871.70	1 128.70	1 101.80	911.00	1 070.30	963.40	1 355.50	1 076.90
Mean earnings		715.50	614.30	780.80	746.70	681.90	779.70	674.30	853.90	729.70

(a) See paragraph 3 of the Explanatory Notes.

(b) See paragraph 7 of the Explanatory Notes.

WEEKLY TOTAL EARNINGS, Full-time Adult Non-managerial Employees—Industry(a) *continued*

			Manufacturing	Wholesale trade and Retail trade	Transport and storage; Communication services	Finance and insurance; Property and business services	Government administration and defence	Education; Health and community services	Accommodation; Cultural and Personal services	Other	All industries
FEMALES (%)											
Weekly total earnings (\$)											
Under 100			* 0.4	* 0.0	* 0.0	* 0.1	* 0.0	* 0.3	* 0.4	* 0.0	0.2
100 and under	200		* 0.2	* 0.1	* 0.0	* 0.0	* 0.1	* 0.1	* 1.1	* 0.1	* 0.1
200	300		* 0.7	* 0.5	* 0.1	* 0.5	* 0.4	* 0.4	* 0.9	* 0.1	0.5
300	400		11.2	8.1	* 2.0	4.7	2.0	4.6	9.8	* 4.5	5.9
400	500		28.5	50.5	16.4	25.8	12.8	16.2	32.5	16.8	25.2
500	600		24.0	22.9	30.3	30.8	26.4	20.7	25.8	27.4	24.9
600	700		15.4	9.2	24.7	19.1	27.2	13.5	14.9	19.3	16.2
700	800		10.2	5.7	13.6	9.2	16.8	16.7	6.7	14.4	12.0
800	900		4.1	1.8	6.2	4.8	9.4	17.8	3.7	* 5.9	8.8
900	1 000		2.9	* 0.6	3.4	2.4	3.4	6.2	2.0	* 3.1	3.5
1 000	1 100		* 0.9	* 0.1	* 1.9	0.9	* 0.9	1.7	* 0.8	* 2.9	1.1
1 100	1 200		* 1.0	* 0.3	* 0.3	* 0.7	* 0.2	0.6	* 0.4	* 1.9	0.6
1 200	1 300		* 0.1	* 0.0	* 0.2	* 0.2	* 0.2	* 0.3	* 0.3	* 1.1	0.2
1 300	1 400		* 0.1	* 0.1	* 0.6	* 0.2	* 0.2	* 0.2	* 0.3	* 0.2	0.2
1 400	1 500		* 0.0	* 0.0	* 0.1	* 0.1	* 0.1	* 0.1	* 0.1	* 0.5	* 0.1
1 500	1 600		* 0.0	* 0.0	* 0.2	* 0.3	* 0.0	* 0.2	* 0.0	* 0.6	* 0.2
1 600	1 700		* 0.1	* 0.0	* 0.0	* 0.1	* 0.0	* 0.1	* 0.1	* 0.3	* 0.1
1 700	1 800		* 0.0	* 0.0	* 0.0	* 0.1	* 0.0	* 0.0	* 0.0	* 0.5	* 0.0
1 800	1 900		* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.3	* 0.0
1 900	2 000		* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0
2 000 and over			* 0.0	* 0.0	* 0.0	* 0.1	* 0.1	* 0.2	* 0.1	* 0.1	* 0.1
Total			100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES ('000)											
Total employees(b)			149.7	173.4	78.2	244.7	100.4	404.8	106.0	27.4	1 284.7
FEMALES (\$)											
10th percentile			388.50	400.70	476.10	432.30	470.30	437.40	390.40	451.00	413.10
20th percentile			422.40	417.70	507.90	468.90	520.40	491.10	424.20	487.60	454.70
25th percentile			442.10	425.50	526.20	481.20	542.80	514.20	440.10	509.10	473.20
30th percentile			459.60	434.50	538.20	495.20	560.60	535.90	450.00	529.00	490.90
40th percentile			493.20	451.20	576.80	524.80	591.70	585.70	479.30	563.10	527.90
50th percentile (median)			530.70	468.90	603.90	550.90	621.50	652.90	511.50	603.80	568.50
60th percentile			576.20	500.60	649.10	592.40	658.40	728.00	553.80	647.30	613.90
70th percentile			624.10	533.60	683.70	628.60	702.60	787.40	597.80	704.30	675.30
75th percentile			654.90	556.10	707.80	662.70	739.80	813.40	630.00	719.90	712.40
80th percentile			695.80	583.90	746.00	692.60	766.50	821.80	656.20	762.80	754.90
90th percentile			795.50	675.10	851.20	795.40	846.10	895.70	758.10	947.80	841.20
Mean earnings			566.30	505.60	635.60	590.90	643.60	668.30	549.00	658.20	605.70

(a) See paragraph 3 of the Explanatory Notes.

(b) See paragraph 7 of the Explanatory Notes.

WEEKLY TOTAL EARNINGS, Full-time Adult Non-managerial Employees—Industry(a) continued

			Manufacturing	Wholesale trade and Retail trade	Transport and storage; Communication services	Finance and insurance; Property and business services	Government administration and defence	Education; Health and community services	Accommodation; Cultural and Personal services	Other	All industries
PERSONS (%)											
Weekly total earnings (\$)											
Under 100			0.4	* 0.0	* 0.0	* 0.1	* 0.0	0.4	* 0.4	* 0.0	0.2
100 and under	200		* 0.2	* 0.0	* 0.1	* 0.1	* 0.2	* 0.1	* 0.6	* 0.0	0.1
200	"	300	0.4	0.5	* 0.3	0.4	* 0.3	0.5	* 0.7	* 0.2	0.4
300	"	400	5.7	6.1	1.8	4.4	1.9	3.9	7.9	2.0	4.5
400	"	500	18.2	35.9	10.2	18.4	13.8	14.5	21.4	9.7	18.5
500	"	600	21.3	24.1	20.4	25.3	22.9	18.0	22.1	18.2	21.5
600	"	700	15.6	14.1	20.3	18.6	22.3	12.7	16.5	15.8	16.3
700	"	800	12.2	9.1	15.0	12.3	18.1	15.8	10.8	11.8	13.0
800	"	900	8.5	3.9	10.9	7.1	11.6	19.5	8.9	9.4	10.3
900	"	1 000	6.2	2.4	7.4	4.9	4.4	7.9	5.2	7.4	5.8
1,000	"	1 100	4.2	1.2	4.8	2.6	2.2	2.3	2.8	6.1	3.1
1 100	"	1 200	3.0	0.7	2.7	1.8	0.9	1.5	1.0	4.1	2.0
1 200	"	1 300	1.4	1.1	1.9	0.8	* 0.5	0.7	* 0.6	4.0	1.3
1 300	"	1 400	1.1	* 0.3	1.2	0.9	* 0.3	0.5	* 0.4	3.1	0.9
1 400	"	1 500	0.6	* 0.1	1.0	0.9	* 0.1	* 0.3	* 0.2	2.0	0.6
1 500	"	1 600	0.3	* 0.2	0.7	* 0.4	* 0.0	0.3	* 0.2	1.4	0.4
1 600	"	1 700	* 0.2	* 0.1	* 0.4	* 0.1	* 0.0	* 0.2	* 0.2	1.1	0.2
1 700	"	1 800	* 0.3	* 0.0	* 0.3	* 0.3	* 0.1	* 0.2	* 0.0	1.1	0.2
1 800	"	1 900	* 0.1	* 0.0	* 0.1	* 0.1	* 0.0	* 0.1	* 0.1	0.8	0.1
1 900	"	2 000	* 0.0	* 0.1	* 0.1	* 0.0	* 0.0	* 0.1	* 0.1	* 0.4	0.1
2 000 and over			* 0.1	* 0.1	* 0.4	0.5	* 0.1	0.7	* 0.1	1.2	0.4
Total			100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PERSONS ('000)											
Total employees(b)			667.2	487.5	313.3	476.1	258.5	640.3	271.7	290.5	3 405.1
PERSONS (\$)											
10th percentile			420.60	408.50	488.10	442.80	471.60	443.70	400.90	487.40	430.70
20th percentile			474.70	435.40	537.20	483.60	512.80	503.50	448.50	550.90	481.60
25th percentile			500.20	448.80	561.70	502.10	536.20	529.70	471.50	577.90	502.60
30th percentile			517.30	459.10	587.00	521.80	559.60	554.80	492.90	599.50	524.70
40th percentile			566.80	490.40	635.80	558.70	602.50	616.70	538.00	665.40	574.60
50th percentile (median)			621.20	520.70	684.70	605.20	637.70	700.20	581.00	733.20	625.30
60th percentile			686.10	562.60	741.50	657.50	690.40	767.20	636.50	821.50	689.20
70th percentile			763.40	615.40	815.80	716.30	748.10	816.80	704.90	925.80	764.20
75th percentile			812.00	653.10	866.50	757.30	773.80	831.50	739.80	1 003.50	804.00
80th percentile			865.80	692.90	913.50	803.80	802.80	852.10	795.00	1 088.20	842.40
90th percentile			1 028.40	801.90	1 071.40	963.80	893.20	948.80	910.70	1 337.80	985.80
Mean earnings			682.00	575.70	744.60	666.60	667.10	709.30	625.40	835.40	683.00

(a) See paragraph 3 of the Explanatory Notes.

(b) See paragraph 7 of the Explanatory Notes.

WEEKLY TOTAL EARNINGS, Full-time Adult Non-managerial Employees—States & Territories

		New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
MALES (%)										
Weekly total earnings (\$)										
Under 100		0.4	* 0.0	* 0.1	* 0.5	* 0.2	* 0.2	* 0.0	* 0.0	0.2
100 and under	200	* 0.2	* 0.1	* 0.2	* 0.2	* 0.1	* 0.0	* 0.2	* 0.1	0.1
200	300	* 0.3	* 0.4	* 0.4	* 0.6	* 0.3	* 0.0	* 0.8	* 0.5	0.4
300	400	3.0	3.6	4.2	3.7	3.6	6.8	* 3.3	* 2.8	3.6
400	500	13.0	12.4	18.1	18.1	14.7	21.3	10.5	10.7	14.5
500	600	18.8	19.1	20.4	23.0	18.0	22.7	14.8	13.9	19.4
600	700	15.9	17.8	16.2	16.4	14.6	16.0	18.9	15.2	16.4
700	800	13.4	15.1	12.9	14.2	12.2	11.9	14.4	12.7	13.7
800	900	12.1	11.4	9.9	9.7	10.1	10.2	10.3	17.2	11.2
900	1 000	7.9	7.4	5.9	5.0	7.9	5.4	8.9	7.7	7.1
1 000	1 100	5.2	4.1	3.5	2.3	5.8	* 1.7	* 5.3	5.7	4.3
1 100	1 200	3.0	2.9	2.1	2.7	2.8	* 2.3	* 2.2	4.7	2.8
1 200	1 300	2.3	1.5	1.7	* 1.2	2.4	* 0.6	* 3.7	3.9	1.9
1 300	1 400	1.2	1.5	1.5	* 0.8	1.7	* 0.5	* 1.5	* 2.6	1.3
1 400	1 500	0.8	1.1	* 0.6	* 0.9	1.7	* 0.1	* 1.4	* 0.2	0.9
1 500	1 600	0.7	0.5	* 0.4	* 0.3	* 0.9	* 0.1	* 0.7	* 0.9	0.6
1 600	1 700	0.5	* 0.2	* 0.4	* 0.1	* 0.5	* 0.1	* 0.7	* 0.3	0.3
1 700	1 800	0.4	* 0.3	* 0.4	* 0.2	* 0.8	* 0.1	* 0.7	* 0.2	0.4
1 800	1 900	* 0.3	* 0.2	* 0.2	* 0.1	* 0.3	* 0.0	* 0.3	* 0.2	0.2
1 900	2 000	* 0.1	* 0.1	* 0.1	* 0.1	* 0.5	* 0.1	* 0.1	* 0.0	0.2
2 000 and over		0.5	* 0.4	* 0.8	* 0.1	* 1.0	* 0.0	* 1.5	* 0.6	0.6
Total		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
MALES ('000)										
Total employees(a)		721.1	527.1	369.4	170.9	207.7	60.6	23.7	39.9	2 120.4
MALES (\$)										
10th percentile		457.60	456.00	435.70	445.60	440.70	421.20	452.70	465.70	448.60
20th percentile		512.40	516.40	486.00	489.10	501.90	470.60	540.10	550.50	503.40
25th percentile		540.20	541.70	506.20	505.20	529.40	490.50	571.50	571.90	527.90
30th percentile		570.60	568.20	529.80	526.80	557.50	507.80	601.00	608.20	554.70
40th percentile		626.50	621.80	579.10	563.70	621.00	550.50	666.30	680.90	610.30
50th percentile (median)		691.20	677.80	636.00	625.20	687.40	597.60	718.20	749.60	671.30
60th percentile		764.00	744.50	703.70	686.60	764.30	662.10	781.50	821.10	739.20
70th percentile		833.90	810.70	777.50	754.30	861.20	728.50	858.20	890.70	814.80
75th percentile		875.90	850.60	818.40	785.60	913.30	763.50	922.40	937.20	852.70
80th percentile		933.30	900.70	856.00	837.30	976.10	803.80	971.70	986.40	906.20
90th percentile		1 095.30	1 060.90	1 036.20	962.90	1 193.90	911.40	1 217.00	1 174.40	1 076.90
Mean earnings		746.00	731.10	705.50	673.20	767.60	641.40	786.10	787.90	729.70

(a) See paragraph 7 of the Explanatory Notes.

			New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
FEMALES (%)											
Weekly total earnings (\$)											
Under 100			* 0.3	* 0.0	* 0.0	* 0.6	* 0.0	* 0.2	* 1.3	* 0.1	* 0.2
100 and under	200		* 0.1	* 0.2	* 0.1	* 0.2	* 0.4	* 0.0	* 0.4	* 0.0	* 0.1
200	300		* 0.5	* 0.5	* 0.5	* 1.1	* 0.3	* 0.3	* 0.1	* 0.3	0.5
300	400		6.5	6.1	4.8	6.1	5.6	6.6	* 3.4	5.2	5.9
400	500		22.4	24.4	30.7	28.2	28.0	34.5	19.8	10.1	25.2
500	600		23.2	26.1	26.0	26.9	26.7	21.2	22.1	21.5	24.9
600	700		17.1	16.8	13.9	13.4	15.6	14.4	19.4	22.4	16.2
700	800		12.7	11.1	11.2	13.5	11.1	8.4	13.4	18.8	12.0
800	900		9.6	8.9	7.9	6.5	7.4	9.9	11.0	11.3	8.8
900	1 000		4.5	3.5	3.0	* 1.3	* 2.5	* 3.1	* 5.3	4.5	3.5
1 000	1 100		1.3	1.2	* 0.7	* 1.4	* 0.9	* 0.8	* 1.3	* 3.0	1.1
1 100	1 200		0.7	* 0.5	* 0.6	* 0.4	* 0.4	* 0.4	* 0.6	* 1.0	0.6
1 200	1 300		* 0.3	* 0.2	* 0.1	* 0.1	* 0.1	* 0.0	* 0.0	* 1.2	0.2
1 300	1 400		* 0.3	* 0.2	* 0.2	* 0.1	* 0.1	* 0.2	* 0.0	* 0.6	0.2
1 400	1 500		* 0.1	* 0.0	* 0.1	* 0.1	* 0.1	* 0.0	* 0.0	* 0.1	* 0.1
1 500	1 600		* 0.2	* 0.1	* 0.1	* 0.0	* 0.1	* 0.0	* 0.5	* 0.0	* 0.2
1 600	1 700		* 0.1	* 0.0	* 0.1	* 0.0	* 0.1	* 0.0	* 0.5	* 0.0	* 0.1
1 700	1 800		* 0.1	* 0.0	* 0.0	* 0.0	* 0.1	* 0.0	* 0.5	* 0.0	* 0.0
1 800	1 900		* 0.0	* 0.0	* 0.0	* 0.0	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0
1 900	2 000		* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0
2,000 and over			* 0.1	* 0.0	* 0.1	* 0.1	* 0.2	* 0.0	* 0.5	* 0.0	* 0.1
Total			100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES ('000)											
Total employees(a)			443.9	329.5	223.9	91.2	113.7	31.1	17.6	33.7	1 284.7
FEMALES (\$)											
10th percentile			410.50	414.40	416.40	412.70	412.50	408.50	437.80	434.30	413.10
20th percentile			457.10	460.00	447.50	443.90	451.00	436.10	480.10	513.40	454.70
25th percentile			479.00	477.00	462.60	462.90	463.50	450.90	500.00	538.40	473.20
30th percentile			500.40	494.80	480.30	480.80	481.50	462.10	529.10	564.80	490.90
40th percentile			539.00	531.80	508.80	510.50	509.90	492.10	553.90	611.10	527.90
50th percentile (median)			585.80	570.60	545.70	545.90	546.60	528.30	610.10	646.00	568.50
60th percentile			637.70	610.80	585.90	584.90	587.90	580.80	665.20	701.10	613.90
70th percentile			699.20	667.90	642.50	639.30	643.00	639.90	732.20	760.40	675.30
75th percentile			740.10	703.70	687.50	678.80	680.40	678.80	751.00	778.20	712.40
80th percentile			770.00	753.40	732.00	729.00	718.80	729.50	804.60	813.80	754.90
90th percentile			863.40	839.40	818.50	799.40	815.40	803.30	891.40	921.80	841.20
Mean earnings			620.70	603.50	588.90	579.30	590.10	575.80	650.80	671.20	605.70

(a) See paragraph 7 of the Explanatory Notes.

WEEKLY TOTAL EARNINGS, Full-time Adult Non-managerial Employees—States & Territories *continued*

		New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
PERSONS (%)										
Weekly total earnings (\$)										
Under 100		0.4	* 0.0	* 0.1	* 0.5	* 0.1	* 0.2	* 0.6	* 0.0	0.2
100 and under	200	* 0.1	* 0.1	* 0.2	* 0.2	* 0.2	* 0.0	* 0.3	* 0.1	0.1
200	300	0.4	0.4	* 0.4	* 0.8	* 0.3	* 0.1	* 0.5	* 0.4	0.4
300	400	4.3	4.5	4.4	4.5	4.3	6.7	3.3	3.9	4.5
400	500	16.6	17.0	22.8	21.6	19.4	25.7	14.4	10.4	18.5
500	600	20.5	21.8	22.5	24.4	21.1	22.2	17.9	17.4	21.5
600	700	16.4	17.4	15.3	15.4	14.9	15.5	19.1	18.5	16.3
700	800	13.1	13.6	12.3	13.9	11.8	10.7	14.0	15.5	13.0
800	900	11.2	10.4	9.2	8.6	9.1	10.1	10.6	14.5	10.3
900	1 000	6.6	5.9	4.8	3.7	6.0	4.6	7.3	6.2	5.8
1 000	1 100	3.7	3.0	2.4	1.9	4.1	* 1.4	3.6	4.5	3.1
1 100	1 200	2.1	2.0	1.6	1.9	2.0	* 1.7	* 1.5	3.0	2.0
1 200	1 300	1.5	1.0	1.1	* 0.8	1.6	* 0.4	* 2.1	2.7	1.3
1 300	1 400	0.8	1.0	1.0	* 0.5	1.1	* 0.4	* 0.8	* 1.7	0.9
1 400	1 500	0.5	0.7	* 0.4	* 0.6	1.2	* 0.1	* 0.8	* 0.1	0.6
1 500	1 600	0.5	0.4	* 0.3	* 0.2	* 0.6	* 0.1	* 0.6	* 0.5	0.4
1 600	1 700	0.4	* 0.1	* 0.3	* 0.0	* 0.3	* 0.0	* 0.6	* 0.1	0.2
1 700	1 800	0.3	* 0.2	* 0.2	* 0.1	* 0.6	* 0.0	* 0.6	* 0.1	0.2
1 800	1 900	* 0.2	* 0.1	* 0.1	* 0.1	* 0.2	* 0.0	* 0.1	* 0.1	0.1
1 900	2 000	* 0.1	* 0.1	* 0.1	* 0.0	* 0.3	* 0.1	* 0.1	* 0.0	0.1
2 000 and over		0.4	* 0.3	0.5	* 0.1	* 0.7	* 0.0	* 1.1	* 0.3	0.4
Total		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PERSONS ('000)										
Total employees(a)		1 165.0	856.6	593.3	262.1	321.4	91.8	41.3	73.6	3 405.1
PERSONS (\$)										
10th percentile		433.40	435.00	425.80	430.40	426.60	412.60	443.60	451.60	430.70
20th percentile		490.90	488.30	467.40	473.80	478.30	454.50	501.70	530.00	481.60
25th percentile		511.70	511.10	487.00	489.70	500.80	473.60	537.10	557.80	502.60
30th percentile		536.90	533.10	505.00	506.70	518.80	491.00	554.30	583.40	524.70
40th percentile		587.70	580.10	548.20	544.80	569.90	525.70	613.90	636.20	574.60
50th percentile (median)		645.50	629.40	597.90	587.10	624.90	575.80	670.10	692.90	625.30
60th percentile		710.40	690.80	656.50	648.20	695.60	634.00	728.40	764.10	689.20
70th percentile		783.60	766.90	732.50	714.90	776.60	694.50	799.30	825.00	764.20
75th percentile		819.50	800.30	769.70	757.80	826.00	738.80	848.10	856.70	804.00
80th percentile		865.20	838.40	817.00	787.50	879.90	787.50	890.30	895.90	842.40
90th percentile		1 010.30	972.50	960.30	902.30	1 055.00	877.40	1 059.70	1 057.30	985.80
Mean earnings		698.20	682.00	661.50	640.50	704.80	619.10	728.40	734.50	683.00

(a) See paragraph 7 of the Explanatory Notes.

EARNINGS AND HOURS, Full-time Adult Non-managerial Employees—Occupation(a)

AVERAGE WEEKLY EARNINGS.....

Ordinary time.....

Average weekly
hours paid for.....

		Payment by measured result	Overaward and over- agreement pay	Total	Overtime	Total	Ordinary time	Overtime	Total
Occupation	\$	\$	\$	\$	\$	\$	hours	hours	hours
MALES									
Professionals	871.10	* 8.10	5.20	884.50	24.30	908.80	37.5	0.7	38.2
Associate professionals	752.90	* 6.10	3.60	762.50	47.30	809.90	38.2	1.6	39.8
Tradespersons and related workers	590.50	9.20	14.60	614.40	97.50	711.80	38.1	3.7	41.8
Advanced clerical and service workers	655.80	* 41.80	* 4.90	702.60	* 17.50	720.10	36.5	* 0.7	37.2
Intermediate clerical, sales and service workers	596.00	17.00	7.80	620.80	27.10	647.90	38.1	1.1	39.2
Intermediate production and transport workers	562.50	28.70	9.50	600.70	120.40	721.10	38.6	5.1	43.7
Elementary clerical, sales and service workers	527.80	* 17.60	* 2.90	548.30	65.60	613.90	38.1	3.0	41.1
Labourers and related workers	492.90	6.90	6.80	506.50	76.50	583.10	38.0	3.4	41.4
All occupations	638.20	14.00	8.30	660.50	69.30	729.70	38.1	2.8	40.8

FEMALES

Professionals	762.80	* 1.30	1.20	765.40	8.60	774.00	37.2	0.3	37.4
Associate professionals	610.00	* 3.90	* 5.70	619.60	16.40	636.00	37.9	0.6	38.5
Tradespersons and related workers	485.90	* 2.80	* 4.30	493.00	26.90	519.90	38.2	1.3	39.5
Advanced clerical and service workers	575.80	* 0.60	8.90	585.20	6.60	591.80	37.2	0.3	37.5
Intermediate clerical, sales and service workers	523.50	* 3.20	4.60	531.30	11.70	543.00	37.6	0.5	38.2
Intermediate production and transport workers	454.30	7.60	* 5.20	467.20	49.50	516.60	37.9	2.3	40.2
Elementary clerical, sales and service workers	483.00	* 1.90	1.90	486.80	17.90	504.60	37.7	0.9	38.5
Labourers and related workers	445.50	* 3.00	4.40	452.90	36.40	489.20	37.7	1.8	39.5
All occupations	584.40	2.50	4.00	591.00	14.70	605.70	37.5	0.6	38.2

PERSONS

Professionals	819.00	* 4.80	3.30	827.10	16.70	843.80	37.3	0.5	37.8
Associate professionals	707.80	* 5.40	4.20	717.50	37.60	755.10	38.1	1.3	39.4
Tradespersons and related workers	584.70	8.90	14.00	607.50	93.50	701.00	38.1	3.6	41.7
Advanced clerical and service workers	592.20	* 9.00	8.10	609.30	8.80	618.10	37.1	0.4	37.4
Intermediate clerical, sales and service workers	552.00	8.60	5.90	566.40	17.80	584.20	37.8	0.8	38.6
Intermediate production and transport workers	551.10	26.50	9.00	586.70	113.00	699.60	38.5	4.8	43.4
Elementary clerical, sales and service workers	505.40	* 9.70	2.40	517.50	41.70	559.10	37.9	2.0	39.8
Labourers and related workers	479.70	5.80	6.10	491.70	65.40	557.10	37.9	2.9	40.9
All occupations	617.90	9.70	6.70	634.20	48.70	683.00	37.9	2.0	39.8

(a) Occupation classified according to ASCO
(Second Edition). See paragraphs 12 and 13
of the Explanatory Notes.

EARNINGS AND HOURS, Full-time Adult Non-managerial Employees—Industry(a)

AVERAGE WEEKLY EARNINGS.....

Ordinary time.....

Average weekly
hours paid for.....

Industry	Base pay \$	Payment by measured result \$	Overaward and over- agreement pay \$	Total \$	Overtime \$	Total \$	Ordinary time hours	Overtime hours	Total hours
MALES									
Mining	919.80	128.20	14.10	1 062.10	129.10	1 191.20	40.3	4.2	44.5
Manufacturing	586.30	9.30	13.90	609.50	106.00	715.50	38.0	4.3	42.3
Electricity, gas and water supply	715.50	* 1.80	* 0.30	717.60	82.90	800.50	36.9	2.8	39.7
Construction	626.90	* 5.30	5.30	637.40	107.50	745.00	38.6	4.2	42.8
Wholesale trade	565.50	19.80	21.70	606.90	42.30	649.20	38.5	2.0	40.4
Retail trade	481.60	* 39.70	15.80	537.10	35.50	572.70	38.4	1.8	40.2
Accommodation, cafes and restaurants	540.90	* 0.00	* 4.10	545.00	17.70	562.70	38.9	0.9	39.7
Transport and storage	634.10	* 34.10	* 2.70	670.90	111.60	782.50	38.5	4.6	43.0
Communication services	675.20	* 0.20	* 0.70	676.10	101.10	777.10	36.9	3.6	40.5
Finance and insurance	706.10	* 8.00	4.60	718.80	27.70	746.40	37.6	* 1.0	38.6
Property and business services	686.30	* 8.00	5.20	699.60	47.20	746.80	38.3	2.0	40.4
Government administration and defence	649.80	* 0.00	0.80	650.60	31.30	681.90	37.3	1.3	38.6
Education	777.40	* 0.10	* 1.90	779.40	* 7.90	787.30	36.6	* 0.3	36.9
Health and community services	711.90	* 0.20	* 2.40	714.50	51.60	766.20	38.2	1.6	39.8
Cultural and recreational services	642.40	* 3.10	* 4.50	649.90	26.40	676.30	38.6	1.0	39.6
Personal and other services	713.40	* 0.70	* 2.20	716.30	57.80	774.10	38.2	2.1	40.3
All industries	638.20	14.00	8.30	660.50	69.30	729.70	38.1	2.8	40.8

FEMALES

Mining	740.70	* 18.80	* 1.20	760.70	* 26.60	787.30	40.2	* 1.1	41.3
Manufacturing	517.20	8.80	7.20	533.20	33.10	566.30	38.0	1.6	39.6
Electricity, gas and water supply	635.30	* 0.20	* 0.20	635.70	* 24.20	659.90	37.1	* 0.9	38.0
Construction	569.10	* 0.00	* 0.60	569.70	* 35.40	605.10	38.1	* 1.4	39.5
Wholesale trade	520.60	* 4.00	* 13.40	538.00	8.90	547.00	38.0	0.4	38.5
Retail trade	456.90	* 2.30	5.50	464.70	12.30	477.00	38.1	0.7	38.8
Accommodation, cafes and restaurants	485.30	* 0.20	* 1.70	487.20	8.60	495.80	38.5	0.5	39.0
Transport and storage	573.90	* 6.20	* 0.90	581.00	26.60	607.50	37.3	1.2	38.4
Communication services	639.90	* 0.20	* 1.90	642.00	34.30	676.30	36.5	1.4	37.9
Finance and insurance	563.00	* 0.30	6.30	569.60	14.40	583.90	37.5	0.6	38.1
Property and business services	574.40	* 3.30	8.40	586.10	9.70	595.80	37.6	0.5	38.1
Government administration and defence	633.30	* 0.20	* 0.40	634.00	9.70	643.60	36.8	0.4	37.1
Education	699.70	* 0.00	* 0.50	700.20	* 2.70	702.90	36.4	* 0.1	36.5
Health and community services	619.80	* 0.20	* 1.40	621.40	13.80	635.10	38.0	0.5	38.5
Cultural and recreational services	606.70	* 3.80	* 3.40	613.90	17.10	631.00	38.0	0.8	38.8
Personal and other services	527.60	* 8.10	* 1.40	537.10	23.30	560.40	37.8	0.9	38.7
All industries	584.40	2.50	4.00	591.00	14.70	605.70	37.5	0.6	38.2

(a) See paragraph 3 of the Explanatory Notes.

EARNINGS AND HOURS, Full-time Adult Non-managerial Employees—Industry(a) continued

AVERAGE WEEKLY EARNINGS.....

Ordinary time.....

Average weekly
hours paid for.....

Industry	Base pay	Payment by measured result	Overaward and over- agreement pay	Total	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	\$	\$	\$	hours	hours	hours
PERSONS									
Mining	903.10	118.00	12.90	1 034.00	119.50	1 153.50	40.3	3.9	44.2
Manufacturing	570.80	9.20	12.40	592.40	89.60	682.00	38.0	3.7	41.7
Electricity, gas and water supply	706.50	* 1.60	* 0.30	708.40	76.40	784.80	36.9	2.6	39.5
Construction	621.80	* 4.80	4.80	631.40	101.20	732.60	38.5	4.0	42.5
Wholesale trade	552.30	15.20	19.20	586.70	32.50	619.20	38.3	1.5	39.9
Retail trade	471.30	* 24.10	11.50	506.90	25.90	532.80	38.3	1.3	39.6
Accommodation, cafes and restaurants	519.10	* 0.10	* 3.10	522.30	14.10	536.40	38.7	0.7	39.5
Transport and storage	620.70	* 27.90	* 2.30	650.80	92.60	743.40	38.2	3.8	42.0
Communication services	664.60	* 0.20	* 1.00	665.80	81.00	746.80	36.8	2.9	39.7
Finance and insurance	619.40	* 3.30	5.60	628.30	19.60	647.90	37.6	0.7	38.3
Property and business services	634.30	* 5.80	6.70	646.90	29.70	676.60	38.0	1.3	39.3
Government administration and defence	643.40	* 0.10	0.60	644.10	22.90	667.10	37.1	0.9	38.1
Education	733.40	* 0.00	* 1.10	734.50	* 4.90	739.40	36.5	* 0.2	36.7
Health and community services	646.40	* 0.20	* 1.70	648.30	24.70	672.90	38.0	0.8	38.8
Cultural and recreational services	628.70	* 3.40	* 4.10	636.10	22.80	659.00	38.4	0.9	39.3
Personal and other services	640.70	* 3.60	* 1.90	646.10	44.30	690.40	38.1	1.6	39.7
All industries	617.90	9.70	6.70	634.20	48.70	683.00	37.9	2.0	39.8

(a) See paragraph 3 of the Explanatory Notes.

EARNINGS AND HOURS, Full-time Adult Non-managerial Employees—Sector

AVERAGE WEEKLY EARNINGS.....

Average weekly
hours paid for.....

Ordinary time.....

Sector	Base pay \$	Payment by measured result \$	Overaward and over- agreement pay \$	Total \$	Overtime \$	Total \$	Ordinary time hours	Overtime hours	Total hours
MALES									
Private sector	604.50	19.90	11.50	636.00	76.70	712.70	38.4	3.2	41.6
Public sector	716.30	* 0.10	0.90	717.40	52.00	769.30	37.3	1.9	39.1
All sectors	638.20	14.00	8.30	660.50	69.30	729.70	38.1	2.8	40.8
FEMALES									
Private sector	535.90	4.00	6.30	546.10	15.60	561.70	37.9	0.7	38.6
Public sector	666.50	* 0.00	* 0.20	666.80	13.40	680.20	36.9	0.5	37.4
All sectors	584.40	2.50	4.00	591.00	14.70	605.70	37.5	0.6	38.2
PERSONS									
Private sector	580.30	14.30	9.70	604.30	55.20	659.50	38.2	2.3	40.5
Public sector	695.00	* 0.10	0.60	695.70	35.40	731.20	37.1	1.3	38.4
All sectors	617.90	9.70	6.70	634.20	48.70	683.00	37.9	2.0	39.8

EARNINGS AND HOURS, Full-time Adult Non-managerial—States & Territories

AVERAGE WEEKLY EARNINGS.....

Ordinary time.....

Average weekly
hours paid for.....

	Base pay	Payment by measured result	Overaward and over agreement pay	Total	Overtime	Total	Ordinary time	Overtime	Total
States and Territories	\$	\$	\$	\$	\$	\$	hours	hours	hours
MALES									
New South Wales	645.10	14.40	11.60	671.10	74.90	746.00	37.7	2.9	40.6
Victoria	643.00	11.10	7.30	661.40	69.70	731.10	38.1	2.8	40.9
Queensland	616.90	11.60	7.20	635.70	69.80	705.50	38.3	2.8	41.1
South Australia	593.70	* 20.50	6.90	621.20	52.10	673.20	38.1	2.2	40.4
Western Australia	665.40	24.30	5.70	695.40	72.20	767.60	38.8	3.0	41.8
Tasmania	589.60	* 4.10	* 3.80	597.50	43.90	641.40	38.1	1.9	40.1
Northern Territory	675.80	* 6.60	* 2.30	684.70	101.30	786.10	38.3	4.1	42.4
Australian Capital Territory	745.00	* 3.90	* 3.30	752.10	35.80	787.90	37.4	1.4	38.8
Australia	638.20	14.00	8.30	660.50	69.30	729.70	38.1	2.8	40.8

FEMALES

New South Wales	597.50	* 1.60	5.90	605.00	15.60	620.70	37.1	0.7	37.8
Victoria	580.00	* 4.00	3.90	587.90	15.60	603.50	37.9	0.7	38.6
Queensland	570.50	* 2.90	2.40	575.70	13.20	588.90	37.7	0.6	38.3
South Australia	561.40	* 1.90	* 2.30	565.60	13.70	579.30	37.5	0.6	38.1
Western Australia	569.00	* 3.10	2.70	574.90	15.30	590.10	38.0	0.7	38.7
Tasmania	560.40	* 0.90	* 4.80	566.10	9.70	575.80	37.4	0.4	37.8
Northern Territory	630.50	* 2.20	* 0.30	633.00	* 17.80	650.80	37.2	* 0.6	37.8
Australian Capital Territory	660.10	* 0.00	* 1.70	661.80	9.40	671.20	37.0	0.3	37.4
Australia	584.40	2.50	4.00	591.00	14.70	605.70	37.5	0.6	38.2

PERSONS

New South Wales	627.00	9.50	9.40	645.90	52.30	698.20	37.5	2.1	39.5
Victoria	618.80	8.40	6.00	633.10	48.90	682.00	38.0	2.0	40.0
Queensland	599.40	8.30	5.40	613.10	48.40	661.50	38.1	2.0	40.0
South Australia	582.50	* 14.00	5.30	601.80	38.70	640.50	37.9	1.7	39.6
Western Australia	631.30	16.80	4.60	652.80	52.00	704.80	38.6	2.2	40.7
Tasmania	579.70	* 3.00	* 4.20	586.90	32.30	619.10	37.9	1.4	39.3
Northern Territory	656.50	* 4.70	* 1.40	662.70	65.80	728.40	37.8	2.6	40.4
Australian Capital Territory	706.10	* 2.10	* 2.60	710.80	23.70	734.50	37.3	0.9	38.2
Australia	617.90	9.70	6.70	634.20	48.70	683.00	37.9	2.0	39.8

EARNINGS AND HOURS, Full-time Adult Non-managerial Employees—Occupation(a)

Occupation	MALES.....		FEMALES.....		PERSONS.....	
	<i>Earnings</i>		<i>Earnings</i>		<i>Earnings</i>	
	\$	hours	\$	hours	\$	hours
AVERAGE WEEKLY ORDINARY TIME						
2 Professionals	884.50	37.5	765.40	37.2	827.10	37.3
21 Science, building and engineering professionals	914.10	38.0	758.90	37.7	887.80	38.0
211 Natural and physical science professionals	853.80	38.1	738.30	37.7	817.20	38.0
212 Building and engineering professionals	944.50	38.0	825.50	37.7	936.40	38.0
22 Business and information professionals	861.70	37.9	743.50	37.4	818.80	37.7
221 Accountants, auditors and corporate treasurers	792.90	37.9	686.40	37.6	753.80	37.8
222 Sales, marketing and advertising professionals	903.30	38.2	774.50	37.6	853.30	38.0
223 Computing professionals	922.70	37.7	813.70	37.3	895.90	37.6
229 Miscellaneous business and information professionals	818.10	37.9	726.10	37.1	777.80	37.6
23 Health professionals	1 034.70	38.7	794.60	38.1	858.10	38.3
231 Medical practitioners	1 371.20	39.3	1 056.00	39.3	1 272.40	39.3
232 Nursing professionals	808.30	38.1	782.50	38.0	786.00	38.0
238 Miscellaneous health professionals	817.90	38.5	746.20	38.2	773.20	38.3
24 Education professionals	868.00	36.5	771.70	36.5	813.40	36.5
241 School teachers	810.80	36.4	761.70	36.5	780.30	36.5
242 University and vocational education teachers	1 013.30	36.5	865.60	36.6	963.60	36.5
249 Miscellaneous education professionals	802.00	36.9	719.50	37.0	754.50	37.0
25 Social, arts and miscellaneous professionals	857.20	37.5	728.70	37.3	798.30	37.4
251 Social welfare professionals	718.20	37.4	697.00	37.5	703.00	37.5
252 Miscellaneous social professionals	929.90	36.8	840.40	36.4	895.40	36.6
253 Artists and related professionals	799.30	38.1	687.40	37.7	751.40	37.9
254 Miscellaneous professionals	918.60	37.3	764.40	36.7	875.70	37.2
AVERAGE WEEKLY TOTAL						
2 Professionals	908.80	38.2	774.00	37.4	843.80	37.8
21 Science, building and engineering professionals	947.60	39.1	766.30	38.0	916.90	38.9
211 Natural and physical science professionals	863.90	38.6	744.10	37.9	826.00	38.4
212 Building and engineering professionals	989.80	39.4	838.00	38.2	979.50	39.3
22 Business and information professionals	878.90	38.4	749.30	37.5	831.90	38.1
221 Accountants, auditors and corporate treasurers	795.00	38.0	688.80	37.6	756.00	37.8
222 Sales, marketing and advertising professionals	911.50	38.5	777.00	37.7	859.30	38.2
223 Computing professionals	947.10	38.3	831.90	37.8	918.80	38.2
229 Miscellaneous business and information professionals	846.20	38.9	730.30	37.3	795.40	38.2
23 Health professionals	1 149.90	41.7	820.30	38.8	907.40	39.6
231 Medical practitioners	1 611.10	45.2	1 291.60	44.9	1 510.90	45.1
232 Nursing professionals	826.90	38.8	794.00	38.4	798.40	38.4
238 Miscellaneous health professionals	868.80	40.0	754.80	38.4	797.70	39.0
24 Education professionals	875.40	36.7	773.90	36.6	817.80	36.7
241 School teachers	810.80	36.4	761.80	36.5	780.30	36.5
242 University and vocational education teachers	1 038.50	37.4	885.10	37.4	986.80	37.4
249 Miscellaneous education professionals	810.00	37.2	719.60	37.0	757.90	37.1
25 Social, arts and miscellaneous professionals	875.50	38.1	733.80	37.4	810.60	37.8
251 Social welfare professionals	719.80	37.5	698.20	37.6	704.30	37.5
252 Miscellaneous social professionals	933.70	37.0	845.10	36.6	899.50	36.8
253 Artists and related professionals	817.60	38.8	696.20	38.0	765.60	38.5
254 Miscellaneous professionals	953.70	38.4	774.60	37.0	903.90	38.0

(a) Occupation classified according to ASCO
(Second Edition). See paragraphs 12 and
13 of the Explanatory Notes.

EARNINGS AND HOURS, Full-time Adult Non-managerial Employees—Occupation(a) *continued*

Occupation	MALES.....		FEMALES.....		PERSONS.....	
	Earnings		Earnings		Earnings	
	\$	hours	\$	hours	\$	hours
AVERAGE WEEKLY ORDINARY TIME						
3 Associate Professionals	762.50	38.2	619.60	37.9	717.50	38.1
31 Science, engineering and related associate professionals	780.00	38.1	600.20	37.4	753.10	38.0
311 Medical and science technical officers	705.20	37.9	581.40	37.3	654.30	37.6
312 Building and engineering associate professionals	798.40	38.1	668.50	37.9	792.60	38.1
32 Business and administration associate professionals	777.30	37.9	633.80	37.8	704.00	37.8
321 Finance associate professionals	887.40	37.9	700.70	37.5	822.70	37.8
329 Miscellaneous business and administration associate professionals	752.80	37.8	627.00	37.8	685.30	37.8
33 Managing supervisors (sales and service)	609.40	38.9	577.40	40.0	600.40	39.2
331 Shop managers	559.70	38.6	544.00	39.6	554.00	39.0
332 Hospitality and accommodation managers	590.20	39.1	552.20	40.8	580.60	39.6
339 Miscellaneous managing supervisors (sales and service)	726.70	38.1	684.40	37.9	713.20	38.1
34 Health and welfare associate professionals	670.90	39.3	571.70	38.0	617.60	38.6
341 Enrolled nurses	566.50	38.4	558.40	38.1	559.00	38.1
342 Welfare associate professionals	603.00	38.7	554.60	37.5	576.90	38.1
349 Miscellaneous health and welfare associate professionals	703.80	39.6	626.80	38.6	683.90	39.3
39 Other associate professionals	800.00	38.1	697.60	37.7	783.40	38.0
391 Police officers	820.20	38.2	744.40	38.2	810.10	38.2
399 Miscellaneous associate professionals	757.50	38.1	643.70	37.0	732.70	37.8
AVERAGE WEEKLY TOTAL						
3 Associate Professionals	809.90	39.8	636.00	38.5	755.10	39.4
31 Science, engineering and related associate professionals	839.20	40.1	633.20	38.6	808.40	39.9
311 Medical and science technical officers	752.90	39.9	616.20	38.6	696.60	39.3
312 Building and engineering associate professionals	860.50	40.2	695.30	38.8	853.00	40.1
32 Business and administration associate professionals	799.30	38.5	643.40	38.2	719.60	38.4
321 Finance associate professionals	911.60	38.8	706.90	37.8	840.70	38.4
329 Miscellaneous business and administration associate professionals	774.30	38.5	636.90	38.2	700.50	38.4
33 Managing supervisors (sales and service)	639.90	40.1	588.60	40.5	625.50	40.2
331 Shop managers	576.50	39.6	548.90	39.9	566.40	39.7
332 Hospitality and accommodation managers	613.70	40.0	567.40	41.5	602.00	40.4
339 Miscellaneous managing supervisors (sales and service)	797.20	40.8	688.40	38.0	762.40	39.9
34 Health and welfare associate professionals	725.70	41.4	582.00	38.5	648.50	39.8
341 Enrolled nurses	568.10	38.5	561.40	38.2	561.90	38.2
342 Welfare associate professionals	637.30	40.1	581.10	38.5	606.90	39.3
349 Miscellaneous health and welfare associate professionals	770.20	42.1	635.60	39.1	735.30	41.3
39 Other associate professionals	855.10	39.7	739.40	39.0	836.30	39.6
391 Police officers	867.60	39.6	817.70	40.5	861.00	39.7
399 Miscellaneous associate professionals	828.60	40.0	649.20	37.3	789.40	39.4

(a) Occupation classified according to ASCO
(Second Edition). See paragraphs 12
and 13 of the Explanatory Notes.

Occupation	MALES.....		FEMALES.....		PERSONS.....	
	<i>Earnings</i>		<i>Earnings</i>		<i>Earnings</i>	
	\$	hours	\$	hours	\$	hours
AVERAGE WEEKLY ORDINARY TIME						
4 Tradespersons and related workers	614.40	38.1	493.00	38.2	607.50	38.1
41 Mechanical and fabrication engineering tradespersons	651.20	38.1	542.80	37.9	650.10	38.1
411 Mechanical engineering tradespersons	681.60	38.0	563.60	38.1	680.50	38.0
412 Fabrication engineering tradespersons	592.10	38.2	507.20	37.6	591.20	38.2
42 Automotive tradespersons	540.80	38.1	490.00	38.0	540.70	38.1
421 Automotive tradespersons	540.80	38.1	490.00	38.0	540.70	38.1
43 Electrical and electronics tradespersons	654.60	37.8	681.90	37.2	655.00	37.8
431 Electrical and electronics tradespersons	654.60	37.8	681.90	37.2	655.00	37.8
44 Construction tradespersons	584.70	38.1	514.40	38.1	584.30	38.1
441 Structural construction tradespersons	569.50	38.1	n.p.	n.p.	568.90	38.1
442 Final finishes construction tradespersons	584.30	38.1	n.p.	n.p.	583.80	38.1
443 Plumbers	611.40	38.1	n.p.	n.p.	611.50	38.1
45 Food tradespersons	529.10	38.2	477.80	38.4	518.90	38.2
451 Food tradespersons	529.10	38.2	477.80	38.4	518.90	38.2
46 Skilled agricultural and horticultural workers	475.80	38.4	491.20	38.0	476.80	38.4
461 Skilled agricultural workers	562.40	39.4	600.70	38.1	568.70	39.2
462 Horticultural tradespersons	470.80	38.4	470.70	37.9	470.80	38.3
49 Other tradespersons and related workers	646.40	38.1	477.40	38.3	610.00	38.2
491 Printing tradespersons	596.90	37.5	543.60	38.4	587.50	37.7
492 Wood tradespersons	474.60	38.3	* 0.00	* 0.0	474.60	38.3
493 Hairdressers	480.20	38.5	430.30	38.5	433.50	38.5
494 Textile, clothing and related tradespersons	522.80	37.7	469.30	37.7	507.70	37.7
498 Miscellaneous tradespersons and related workers	788.10	38.6	526.40	38.2	761.90	38.6
AVERAGE WEEKLY TOTAL						
4 Tradespersons and related workers	711.80	41.8	519.90	39.5	701.00	41.7
41 Mechanical and fabrication engineering tradespersons	790.60	43.4	570.80	39.0	788.30	43.3
411 Mechanical engineering tradespersons	818.10	43.0	577.00	38.6	815.60	42.9
412 Fabrication engineering tradespersons	737.30	44.1	560.20	39.7	735.20	44.0
42 Automotive tradespersons	614.00	41.3	543.40	40.8	613.80	41.3
421 Automotive tradespersons	614.00	41.3	543.40	40.8	613.80	41.3
43 Electrical and electronics tradespersons	765.40	41.7	757.90	39.7	765.30	41.6
431 Electrical and electronics tradespersons	765.40	41.7	757.90	39.7	765.30	41.6
44 Construction tradespersons	670.70	41.5	514.40	38.1	669.80	41.5
441 Structural construction tradespersons	660.60	41.9	n.p.	n.p.	659.50	41.8
442 Final finishes construction tradespersons	655.30	40.8	n.p.	n.p.	654.40	40.8
443 Plumbers	704.00	41.7	n.p.	n.p.	703.60	41.7
45 Food tradespersons	566.00	40.0	497.50	39.4	552.30	39.8
451 Food tradespersons	566.00	40.0	497.50	39.4	552.30	39.8
46 Skilled agricultural and horticultural workers	493.30	39.2	498.30	38.3	493.70	39.2
461 Skilled agricultural workers	586.40	40.5	623.60	39.3	592.50	40.3
462 Horticultural tradespersons	488.00	39.2	474.90	38.1	487.30	39.1
49 Other tradespersons and related workers	716.80	41.0	504.50	39.7	671.10	40.7
491 Printing tradespersons	694.70	41.3	572.90	39.9	673.20	41.1
492 Wood tradespersons	509.20	40.1	* 0.00	* 0.0	509.20	40.1
493 Hairdressers	480.20	38.5	443.90	39.2	446.30	39.1
494 Textile, clothing and related tradespersons	567.90	40.0	488.00	38.7	545.40	39.6
498 Miscellaneous tradespersons and related workers	861.40	41.4	594.50	41.8	834.70	41.4

(a) Occupation classified according to ASCO
(Second Edition). See paragraphs 12 and
13 of the Explanatory Notes.

EARNINGS AND HOURS, Full-time Adult Non-managerial Employees—Occupation(a) *continued*

Occupation	MALES.....		FEMALES.....		PERSONS.....	
	<i>Earnings</i>		<i>Earnings</i>		<i>Earnings</i>	
	\$	hours	\$	hours	\$	hours
AVERAGE WEEKLY ORDINARY TIME						
5 Advanced clerical and service workers	702.60	36.5	585.20	37.2	609.30	37.1
51 Secretaries and personal assistants	603.70	37.2	589.40	37.5	590.10	37.5
511 Secretaries and personal assistants	603.70	37.2	589.40	37.5	590.10	37.5
59 Other advanced clerical and service workers	715.70	36.4	578.80	36.8	629.10	36.6
591 Advanced numerical clerks	627.20	37.7	557.00	37.9	577.30	37.9
599 Miscellaneous advanced clerical and service workers	777.50	35.5	609.60	35.1	685.60	35.3
6 Intermediate clerical, sales and service workers	620.80	38.1	531.30	37.6	566.40	37.8
61 Intermediate clerical workers	616.80	37.7	537.10	37.5	564.70	37.6
611 General clerks	575.70	37.4	502.90	37.2	517.30	37.2
612 Keyboard operators	598.60	37.4	512.90	37.3	524.80	37.3
613 Receptionists	506.50	38.9	492.60	37.9	494.10	38.0
614 Intermediate numerical clerks	625.80	37.7	553.20	37.7	575.90	37.7
615 Material recording and despatching clerks	608.40	38.1	553.60	37.9	588.50	38.0
619 Miscellaneous intermediate clerical workers	646.60	37.1	583.40	37.1	611.90	37.1
62 Intermediate sales and clerical workers	651.40	38.8	566.20	38.5	626.40	38.8
621 Intermediate sales and clerical workers	651.40	38.8	566.20	38.5	626.40	38.8
63 Intermediate service workers	585.00	38.5	491.20	37.8	523.00	38.0
631 Carers and aides	545.90	38.0	477.50	37.1	493.00	37.3
632 Hospitality workers	540.00	38.8	498.80	38.7	521.70	38.8
639 Miscellaneous intermediate service workers	680.60	38.6	512.70	38.5	571.00	38.5
AVERAGE WEEKLY TOTAL						
5 Advanced clerical and service workers	720.10	37.2	591.80	37.5	618.10	37.4
51 Secretaries and personal assistants	628.70	38.3	594.90	37.7	596.50	37.8
511 Secretaries and personal assistants	628.70	38.3	594.90	37.7	596.50	37.8
59 Other advanced clerical and service workers	732.20	37.0	587.00	37.1	640.40	37.1
591 Advanced numerical clerks	641.60	38.3	562.80	38.2	585.60	38.2
599 Miscellaneous advanced clerical and service workers	795.50	36.1	621.50	35.6	700.30	35.8
6 Intermediate clerical, sales and service workers	647.90	39.2	543.00	38.2	584.20	38.6
61 Intermediate clerical workers	649.80	39.0	549.70	38.1	584.30	38.4
611 General clerks	595.50	38.1	509.80	37.6	526.70	37.7
612 Keyboard operators	625.40	38.4	525.60	37.9	539.40	38.0
613 Receptionists	509.50	39.1	500.10	38.3	501.10	38.4
614 Intermediate numerical clerks	640.90	38.2	567.70	38.3	590.60	38.2
615 Material recording and despatching clerks	655.80	40.1	569.40	38.6	624.40	39.6
619 Miscellaneous intermediate clerical workers	690.10	38.7	600.20	37.8	640.80	38.2
62 Intermediate sales and clerical workers	663.10	39.5	577.30	39.1	638.00	39.4
621 Intermediate sales and clerical workers	663.10	39.5	577.30	39.1	638.00	39.4
63 Intermediate service workers	611.90	39.7	499.20	38.2	537.40	38.7
631 Carers and aides	556.40	38.7	479.70	37.3	497.10	37.6
632 Hospitality workers	561.20	39.9	508.40	39.3	537.70	39.6
639 Miscellaneous intermediate service workers	731.40	40.5	530.40	39.3	600.20	39.7

(a) Occupation classified according to ASCO
(Second Edition). See paragraphs 12 and
13 of the Explanatory Notes.

Occupation	MALES.....		FEMALES.....		PERSONS.....	
	Earnings		Earnings		Earnings	
	\$	hours	\$	hours	\$	hours
AVERAGE WEEKLY ORDINARY TIME						
7 Intermediate production and transport workers	600.70	38.6	467.20	37.9	586.70	38.5
71 Intermediate plant operators	614.60	38.6	517.40	37.6	611.50	38.5
711 Mobile plant operators	586.60	38.5	595.00	38.5	586.70	38.5
712 Intermediate stationary plant operators	638.10	38.6	503.30	37.5	631.50	38.5
72 Intermediate machine operators	571.70	37.9	443.10	37.9	536.70	37.9
721 Intermediate textile, clothing and related machine operators	523.70	39.3	427.40	38.1	465.00	38.6
729 Miscellaneous intermediate machine operators	581.30	37.6	478.60	37.6	568.80	37.6
73 Road and rail transport drivers	581.20	39.1	507.40	38.7	577.70	39.1
731 Road and rail transport drivers	581.20	39.1	507.40	38.7	577.70	39.1
79 Other intermediate production and transport workers	623.90	38.4	472.60	37.6	604.40	38.3
791 Intermediate mining and construction workers	933.30	39.1	764.00	38.1	930.60	39.1
799 Miscellaneous intermediate production and transport workers	524.30	38.2	464.60	37.6	514.80	38.1
8 Elementary clerical, sales and service workers	548.30	38.1	486.80	37.7	517.50	37.9
81 Elementary clerks	553.30	36.9	556.60	36.8	555.10	36.8
811 Elementary clerks	553.30	36.9	556.60	36.8	555.10	36.8
82 Elementary sales workers	528.80	38.3	463.80	37.9	491.20	38.1
821 Sales assistants	528.10	38.3	453.80	38.0	484.50	38.2
829 Miscellaneous elementary sales workers	530.40	38.4	488.60	37.7	507.10	38.0
83 Elementary service workers	575.20	38.4	461.50	38.3	548.60	38.4
831 Elementary service workers	575.20	38.4	461.50	38.3	548.60	38.4
AVERAGE WEEKLY TOTAL						
7 Intermediate production and transport workers	721.10	43.7	516.60	40.2	699.60	43.4
71 Intermediate plant operators	754.50	44.3	586.40	41.0	749.20	44.2
711 Mobile plant operators	730.10	44.5	618.60	39.6	728.90	44.4
712 Intermediate stationary plant operators	775.10	44.1	580.50	41.2	765.60	44.0
72 Intermediate machine operators	698.40	43.4	480.10	39.7	639.00	42.4
721 Intermediate textile, clothing and related machine operators	621.30	44.4	446.60	39.2	514.80	41.2
729 Miscellaneous intermediate machine operators	713.80	43.2	555.90	41.0	694.60	42.9
73 Road and rail transport drivers	706.20	44.9	575.80	41.7	700.00	44.7
731 Road and rail transport drivers	706.20	44.9	575.80	41.7	700.00	44.7
79 Other intermediate production and transport workers	713.70	42.0	527.40	40.0	689.80	41.7
791 Intermediate mining and construction workers	1 119.30	45.2	1 304.20	59.5	1 122.30	45.4
799 Miscellaneous intermediate production and transport workers	583.10	40.9	506.10	39.4	570.90	40.7
8 Elementary clerical, sales and service workers	613.90	41.1	504.60	38.5	559.10	39.8
81 Elementary clerks	614.50	39.7	582.00	37.9	596.80	38.8
811 Elementary clerks	614.50	39.7	582.00	37.9	596.80	38.8
82 Elementary sales workers	580.90	40.8	476.60	38.6	520.60	39.5
821 Sales assistants	576.80	40.8	463.30	38.5	510.20	39.5
829 Miscellaneous elementary sales workers	590.00	40.9	509.90	38.8	545.30	39.7
83 Elementary service workers	664.80	42.4	494.10	39.8	624.80	41.8
831 Elementary service workers	664.80	42.4	494.10	39.8	624.80	41.8

(a) Occupation classified according to ASCO
(Second Edition). See paragraphs 12 and
13 of the Explanatory Notes.

Occupation	MALES.....		FEMALES.....		PERSONS.....	
	Earnings		Earnings		Earnings	
	\$	hours	\$	hours	\$	hours
AVERAGE WEEKLY ORDINARY TIME						
9 Labourers and related workers	506.50	38.0	452.90	37.7	491.70	37.9
91 Cleaners	485.90	38.3	467.10	38.0	478.20	38.2
911 Cleaners	485.90	38.3	467.10	38.0	478.20	38.2
92 Factory labourers	502.30	37.6	434.80	37.6	481.20	37.6
921 Process workers	501.70	37.6	437.10	37.2	487.10	37.5
922 Product packagers	504.70	37.6	432.30	38.0	465.50	37.8
99 Other labourers and related workers	518.00	38.4	481.70	37.8	511.80	38.3
991 Mining, construction and related workers	545.30	38.7	762.50	41.5	547.20	38.7
992 Agricultural and horticultural labourers	459.30	37.5	485.20	38.5	464.00	37.7
993 Elementary food preparation and related workers	501.60	38.2	477.50	37.6	487.00	37.8
999 Miscellaneous labourers and related workers	503.70	38.4	431.30	36.9	501.30	38.3
AVERAGE WEEKLY TOTAL						
9 Labourers and related workers	583.10	41.4	489.20	39.5	557.10	40.9
91 Cleaners	532.50	40.6	479.50	38.7	510.80	39.8
911 Cleaners	532.50	40.6	479.50	38.7	510.80	39.8
92 Factory labourers	587.40	41.4	487.60	40.2	556.30	41.1
921 Process workers	586.80	41.4	483.00	39.5	563.30	41.0
922 Product packagers	590.10	41.5	492.80	41.0	537.40	41.2
99 Other labourers and related workers	594.70	41.6	503.80	38.8	579.20	41.1
991 Mining, construction and related workers	648.30	43.0	814.90	43.2	649.80	43.0
992 Agricultural and horticultural labourers	474.50	38.3	518.80	40.1	482.60	38.6
993 Elementary food preparation and related workers	534.60	39.7	494.60	38.4	510.30	38.9
999 Miscellaneous labourers and related workers	577.70	41.4	493.90	39.3	575.00	41.3

(a) Occupation classified according to ASCO
(Second Edition). See paragraphs 12 and
13 of the Explanatory Notes.

OVERTIME(a), Full-time Adult Non-managerial Employees—Occupation(b)

Occupation	AVERAGE WEEKLY OVERTIME EARNINGS.....			AVERAGE WEEKLY OVERTIME HOURS PAID FOR		
	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours
PRIVATE SECTOR						
Professionals	246.30	118.60	214.20	8.4	4.1	7.3
Associate professionals	204.80	90.80	176.20	7.4	3.9	6.5
Tradespersons and related workers	220.60	103.30	216.70	8.6	5.3	8.5
Advanced clerical and service workers	115.80	105.20	108.80	4.6	4.5	4.5
Intermediate clerical, sales and service workers	141.00	86.50	111.30	6.1	4.1	5.0
Intermediate production and transport workers	244.40	162.80	238.70	10.4	7.5	10.2
Elementary clerical, sales and service workers	158.10	73.00	127.70	7.6	3.9	6.3
Labourers and related workers	185.00	127.10	171.50	8.3	6.3	7.8
All occupations	214.40	105.10	194.30	8.8	5.0	8.1
PUBLIC SECTOR						
Professionals	280.90	182.10	240.90	7.6	5.3	6.7
Associate professionals	162.40	144.40	159.50	5.0	4.9	5.0
Tradespersons and related workers	214.70	* 135.10	212.30	7.7	* 4.9	7.6
Advanced clerical and service workers	147.60	92.10	116.60	5.2	3.2	4.1
Intermediate clerical, sales and service workers	155.00	102.20	130.80	5.8	4.0	5.0
Intermediate production and transport workers	173.70	144.00	172.70	7.4	6.0	7.3
Elementary clerical, sales and service workers	153.00	139.50	149.70	6.7	6.2	6.6
Labourers and related workers	169.70	55.60	161.30	7.2	2.9	6.9
All occupations	185.60	134.30	174.90	6.7	4.8	6.3
ALL SECTORS						
Professionals	265.80	164.50	230.70	8.0	4.9	6.9
Associate professionals	178.70	116.30	166.40	5.9	4.4	5.6
Tradespersons and related workers	219.50	108.50	216.00	8.4	5.2	8.3
Advanced clerical and service workers	124.80	102.60	110.60	4.8	4.2	4.4
Intermediate clerical, sales and service workers	146.00	90.90	117.50	6.0	4.1	5.0
Intermediate production and transport workers	234.00	161.40	229.30	10.0	7.4	9.8
Elementary clerical, sales and service workers	155.90	93.70	136.40	7.2	4.6	6.4
Labourers and related workers	182.50	123.70	170.10	8.1	6.1	7.7
All occupations	207.20	113.40	189.30	8.3	4.9	7.7

(a) For those employees who received overtime pay.

(b) Occupation classified according to ASCO (Second Edition). See paragraphs 12 and 13 of the Explanatory Notes.

OVERTIME(a), Full-time Adult Non-managerial Employees—Industry(b)

Industry	AVERAGE WEEKLY OVERTIME EARNINGS.....			AVERAGE WEEKLY OVERTIME HOURS PAID FOR		
	Males \$	Females \$	Persons \$	Males hours	Females hours	Persons hours
PRIVATE SECTOR						
Mining	330.30	* 186.40	325.10	10.8	* 7.7	10.7
Manufacturing	224.00	130.10	211.40	9.2	6.2	8.8
Electricity, gas and water supply	302.90	* 123.70	278.60	9.5	* 5.0	8.9
Construction	296.80	* 322.60	297.60	11.7	* 13.1	11.7
Wholesale trade	147.30	87.60	139.60	6.9	4.3	6.5
Retail trade	108.00	72.20	98.30	5.4	3.9	5.0
Accommodation, cafes and restaurants	117.00	59.30	95.00	5.7	3.4	4.8
Transport and storage	282.20	118.40	260.70	12.0	5.4	11.1
Communication services	219.80	140.30	199.60	8.6	6.6	8.1
Finance and insurance	189.80	93.60	130.60	6.9	3.8	5.0
Property and business services	170.80	98.80	154.10	7.4	4.7	6.8
Education	100.50	23.10	83.40	5.1	1.2	4.2
Health and community services	145.40	76.10	89.20	6.0	3.6	4.0
Cultural and recreational services	156.80	140.60	152.10	6.6	6.6	6.6
Personal and other services	197.30	110.70	170.50	8.6	5.3	7.5
All industries	214.40	105.10	194.30	8.8	5.0	8.1
PUBLIC SECTOR						
Mining	* 57.80	* 0.00	* 57.80	* 1.6	* 0.0	* 1.6
Manufacturing	228.70	* 125.70	213.80	8.5	* 5.0	8.0
Electricity, gas and water supply	242.00	* 189.40	239.90	8.3	* 6.7	8.3
Construction	187.80	* 81.70	181.70	7.6	* 2.4	7.3
Wholesale trade	105.70	* 0.00	105.70	4.1	* 0.0	4.1
Accommodation, cafes and restaurants	* 0.00	8.00	8.00	* 0.0	0.5	0.5
Transport and storage	221.90	216.60	221.60	8.5	8.7	8.5
Communication services	170.20	126.20	163.20	6.0	5.0	5.9
Finance and insurance	* 94.10	45.80	63.10	3.3	1.9	2.4
Property and business services	127.40	113.40	123.40	4.5	4.4	4.4
Government administration and defence	133.10	105.20	127.60	5.5	3.9	5.2
Education	184.90	115.40	155.30	6.5	4.9	5.8
Health and community services	255.60	168.50	217.20	7.7	5.0	6.5
Cultural and recreational services	167.70	108.90	143.20	5.8	4.5	5.2
Personal and other services	163.40	188.70	168.10	5.1	6.1	5.3
All industries	185.60	134.30	174.90	6.7	4.8	6.3

(a) For those employees who received overtime pay.

(b) See paragraph 3 of the Explanatory Notes.

Industry	AVERAGE WEEKLY OVERTIME EARNINGS.....			AVERAGE WEEKLY OVERTIME HOURS PAID FOR		
	Males	Females	Persons	Males	Females	Persons
	\$	\$	\$	hours	hours	hours
ALL SECTORS						
Mining	328.30	* 186.40	323.10	10.7	* 7.7	10.6
Manufacturing	224.00	130.10	211.40	9.2	6.1	8.7
Electricity, gas and water supply	248.60	* 168.90	244.50	8.4	* 6.1	8.3
Construction	286.00	* 277.70	285.70	11.3	* 11.1	11.3
Wholesale trade	146.90	87.60	139.30	6.8	4.3	6.5
Retail trade	108.00	72.20	98.30	5.4	3.9	5.0
Accommodation, cafes and restaurants	117.00	59.30	95.00	5.7	3.4	4.8
Transport and storage	255.60	147.00	244.00	10.5	6.4	10.0
Communication services	172.90	127.50	165.40	6.2	5.2	6.0
Finance and insurance	169.00	82.20	115.10	6.1	3.3	4.4
Property and business services	169.50	99.40	153.20	7.3	4.7	6.7
Government administration and defence	133.10	105.20	127.60	5.5	3.9	5.2
Education	177.40	112.00	150.40	6.4	4.8	5.7
Health and community services	241.00	126.80	177.60	7.4	4.4	5.7
Cultural and recreational services	160.30	126.50	148.90	6.4	5.7	6.1
Personal and other services	174.50	150.50	168.90	6.2	5.7	6.1
All industries	207.20	113.40	189.30	8.3	4.9	7.7

(a) For those employees who received overtime pay.

(b) See paragraph 3 of the Explanatory Notes.

OVERTIME(a), Full-time Adult Non-managerial Employees—States & Territories

	AVERAGE WEEKLY OVERTIME EARNINGS.....			AVERAGE WEEKLY OVERTIME HOURS PAID FOR		
	Males	Females	Persons	Males	Females	Persons
States and Territories	\$	\$	\$	hours	hours	hours
PRIVATE SECTOR						
New South Wales	230.60	112.40	208.90	9.3	5.2	8.5
Victoria	208.00	108.10	189.20	8.6	5.1	7.9
Queensland	210.30	87.30	187.20	8.6	4.4	7.8
South Australia	153.80	91.20	141.10	6.8	4.2	6.2
Western Australia	259.40	132.30	238.40	11.0	6.5	10.2
Tasmania	155.40	72.20	142.30	7.3	3.7	6.7
Northern Territory	261.00	101.20	244.00	11.2	4.8	10.5
Australian Capital Territory	126.40	82.90	118.40	5.8	4.1	5.5
Australia	214.40	105.10	194.30	8.8	5.0	8.1
PUBLIC SECTOR						
New South Wales	213.50	142.20	198.10	7.6	4.9	7.0
Victoria	172.70	122.90	159.90	6.0	4.7	5.6
Queensland	157.80	124.40	152.00	6.0	4.5	5.8
South Australia	148.30	74.30	136.30	5.7	3.0	5.2
Western Australia	198.40	* 153.70	189.90	7.3	5.3	6.9
Tasmania	156.40	154.20	156.00	5.9	5.3	5.8
Northern Territory	239.30	* 265.50	247.10	7.4	* 7.8	7.5
Australian Capital Territory	202.50	141.10	185.80	7.1	4.7	6.5
Australia	185.60	134.30	174.90	6.7	4.8	6.3
ALL SECTORS						
New South Wales	225.90	121.90	205.80	8.8	5.1	8.1
Victoria	201.50	111.80	183.50	8.1	5.0	7.5
Queensland	193.20	98.50	175.90	7.8	4.4	7.2
South Australia	152.70	88.60	140.30	6.6	4.0	6.1
Western Australia	245.50	137.80	227.10	10.1	6.1	9.5
Tasmania	155.70	95.30	146.20	6.9	4.2	6.5
Northern Territory	256.40	* 182.00	244.80	10.4	6.3	9.7
Australian Capital Territory	167.10	121.10	156.40	6.5	4.5	6.0
Australia	207.20	113.40	189.30	8.3	4.9	7.7

(a) For those employees who received overtime pay.

AVERAGE WEEKLY EARNINGS.....

Ordinary time.....

Average weekly
hours paid for.....

Occupation	Base pay	Payment by measured result	Overaward and over- agreement pay	Total	Overtime	Total	Ordinary time	Overtime	Total
	\$	\$	\$	\$	\$	\$	hours	hours	hours
MALES									
Professionals	852.30	* 17.20	8.70	878.10	20.70	898.80	38.2	0.7	38.9
Associate professionals	732.40	* 13.40	7.70	753.60	46.00	799.60	39.0	1.7	40.7
Tradespersons and related workers	583.40	11.20	17.70	612.20	98.60	710.80	38.2	3.8	42.0
Advanced clerical and service workers	640.70	* 55.10	* 6.50	702.30	* 15.40	717.70	36.4	* 0.6	37.0
Intermediate clerical, sales and service workers	578.40	25.30	11.50	615.20	25.10	640.30	38.5	1.1	39.6
Intermediate production and transport workers	557.50	34.00	11.10	602.50	127.10	729.60	38.7	5.4	44.1
Elementary clerical, sales and service workers	507.50	* 25.60	* 4.20	537.30	54.60	591.90	38.5	2.6	41.2
Labourers and related workers	492.80	8.20	8.10	509.10	79.60	588.70	38.1	3.6	41.7
All occupations	604.50	19.90	11.50	636.00	76.70	712.70	38.4	3.2	41.6
FEMALES									
Professionals	721.50	* 3.60	2.80	727.90	4.70	732.50	37.5	0.2	37.7
Associate professionals	573.20	* 7.40	* 10.50	591.20	12.70	603.90	38.5	0.5	39.0
Tradespersons and related workers	476.60	* 3.30	* 5.00	484.90	24.80	509.70	38.3	1.3	39.6
Advanced clerical and service workers	572.50	* 0.70	10.80	584.00	6.60	590.60	37.3	0.3	37.6
Intermediate clerical, sales and service workers	506.10	* 4.70	6.90	517.80	12.10	529.90	38.1	0.6	38.7
Intermediate production and transport workers	449.80	8.00	* 5.40	463.10	48.20	511.30	37.9	2.2	40.1
Elementary clerical, sales and service workers	457.40	* 2.40	2.40	462.20	12.30	474.50	38.0	0.7	38.7
Labourers and related workers	435.90	* 3.60	5.10	444.60	42.90	487.60	37.7	2.1	39.8
All occupations	535.90	4.00	6.30	546.10	15.60	561.70	37.9	0.7	38.6
PERSONS									
Professionals	797.60	11.50	6.20	815.30	14.00	829.30	37.9	0.5	38.4
Associate professionals	676.80	* 11.30	8.70	696.80	34.30	731.20	38.8	1.3	40.1
Tradespersons and related workers	577.10	10.70	16.90	604.70	94.20	699.00	38.2	3.7	41.9
Advanced clerical and service workers	585.60	* 11.10	10.00	606.70	8.30	615.00	37.1	0.3	37.5
Intermediate clerical, sales and service workers	534.70	12.90	8.70	556.30	17.20	573.50	38.3	0.8	39.1
Intermediate production and transport workers	544.80	30.90	10.40	586.10	117.80	704.00	38.6	5.1	43.6
Elementary clerical, sales and service workers	480.80	* 13.30	3.30	497.30	32.10	529.40	38.3	1.6	39.9
Labourers and related workers	476.90	7.00	7.20	491.10	69.30	560.40	38.0	3.1	41.2
All occupations	580.30	14.30	9.70	604.30	55.20	659.50	38.2	2.3	40.5

(a) Occupation classified according to ASCO
(Second Edition). See paragraphs 12 and 13
of the Explanatory Notes.

PRIVATE SECTOR, Earnings and Hours--Full-time Adult Non-managerial Employees--Industry(a)

AVERAGE WEEKLY EARNINGS.....

Ordinary time.....

Average weekly
hours paid for.....

Industry	Base pay \$	Payment by measured result \$	Overaward and over- agreement pay \$	Total \$	Overtime \$	Total \$	Ordinary time hours	Overtime hours	Total hours
MALES									
Mining	919.20	130.20	14.30	1 063.70	130.80	1 194.50	40.3	4.3	44.6
Manufacturing	585.80	9.30	14.20	609.30	106.00	715.30	38.0	4.3	42.4
Electricity, gas and water supply	751.90	* 18.60	* 2.30	772.70	115.20	887.90	37.3	3.6	40.9
Construction	623.90	* 6.00	5.80	635.70	114.20	750.00	38.7	4.5	43.2
Wholesale trade	565.70	19.90	21.80	607.40	42.20	649.50	38.5	2.0	40.4
Retail trade	481.60	* 39.70	15.80	537.10	35.50	572.70	38.4	1.8	40.2
Accommodation, cafes and restaurants	540.90	* 0.00	* 4.10	545.00	17.70	562.70	38.9	0.9	39.7
Transport and storage	601.00	* 53.70	* 4.10	658.80	108.30	767.10	38.8	4.6	43.4
Communication services	646.70	* 2.30	* 8.10	657.10	84.00	741.10	38.4	3.3	41.7
Finance and insurance	720.40	* 9.90	5.70	736.00	* 30.20	766.20	37.6	* 1.1	38.7
Property and business services	671.70	* 9.20	6.00	687.00	53.00	740.00	38.5	2.3	40.8
Education	677.40	* 0.30	* 2.30	679.90	* 1.90	681.80	37.0	* 0.1	37.1
Health and community services	577.00	* 0.90	* 1.70	579.60	* 15.90	595.50	38.3	* 0.7	38.9
Cultural and recreational services	606.40	* 4.20	* 5.70	616.30	* 23.90	640.20	39.1	* 1.0	40.1
Personal and other services	557.40	* 2.40	* 7.80	567.70	77.70	645.40	38.5	3.4	41.8
All Industries	604.50	19.90	11.50	636.00	76.70	712.70	38.4	3.2	41.6

FEMALES

Mining	741.70	* 18.90	* 1.20	761.80	* 26.80	788.60	40.2	* 1.1	41.3
Manufacturing	516.70	8.90	7.30	532.90	33.00	565.90	38.0	1.6	39.6
Electricity, gas and water supply	642.40	* 1.30	* 1.00	644.80	* 33.40	678.20	37.5	* 1.3	38.8
Construction	556.60	* 0.00	* 0.70	557.30	* 45.50	602.80	38.7	* 1.8	40.5
Wholesale trade	520.60	* 4.00	* 13.50	538.10	9.00	547.10	38.1	0.4	38.5
Retail trade	456.90	* 2.30	5.50	464.70	12.30	477.10	38.1	0.7	38.8
Accommodation, cafes and restaurants	485.30	* 0.20	* 1.70	487.20	8.60	495.80	38.5	0.5	39.0
Transport and storage	563.90	* 7.30	* 0.80	572.00	17.80	589.80	37.3	0.8	38.1
Communication services	597.70	* 1.40	* 11.20	610.30	* 21.70	631.90	38.3	* 1.0	39.3
Finance and insurance	561.00	* 0.30	7.60	569.00	15.20	584.10	37.5	0.6	38.1
Property and business services	564.20	* 3.70	9.40	577.30	10.30	587.60	37.8	0.5	38.2
Education	668.30	* 0.10	* 1.20	669.60	* 0.10	669.60	36.8	* 0.0	36.8
Health and community services	543.20	* 0.40	* 3.20	546.80	* 9.40	556.20	38.1	* 0.4	38.6
Cultural and recreational services	573.20	* 5.70	* 5.10	584.10	* 15.80	599.90	38.5	* 0.7	39.2
Personal and other services	473.80	* 11.90	* 2.10	487.80	* 12.40	500.20	38.1	* 0.6	38.7
All industries	535.90	4.00	6.30	546.10	15.60	561.70	37.9	0.7	38.6

(a) See paragraph 3 of the Explanatory Notes.

AVERAGE WEEKLY EARNINGS.....

Ordinary time.....

Average weekly
hours paid for.....

		Payment by measured result	Overaward and over- agreement pay				Ordinary time	Overtime	Total
	Base pay			Total	Overtime	Total			
Industry	\$	\$	\$	\$	\$	\$	hours	hours	hours
PERSONS									
Mining	902.50	119.70	13.10	1 035.30	121.00	1 156.30	40.3	4.0	44.3
Manufacturing	570.30	9.20	12.60	592.10	89.60	681.60	38.0	3.7	41.7
Electricity, gas and water supply	732.10	* 15.40	* 2.00	749.50	100.40	849.90	37.3	3.2	40.5
Construction	618.90	* 5.60	5.40	629.90	109.10	738.90	38.7	4.3	43.0
Wholesale trade	552.50	15.20	19.30	587.10	32.40	619.50	38.3	1.5	39.9
Retail trade	471.30	* 24.10	11.50	506.90	25.90	532.80	38.3	1.3	39.6
Accommodation, cafes and restaurants	519.10	* 0.10	* 3.10	522.30	14.10	536.50	38.7	0.7	39.4
Transport and storage	590.70	* 40.80	* 3.20	634.60	83.10	717.70	38.3	3.5	41.9
Communication services	624.30	* 1.90	* 9.50	635.70	55.50	691.20	38.4	2.3	40.6
Finance and insurance	623.10	* 4.00	6.90	634.00	21.00	655.00	37.5	0.8	38.3
Property and business services	621.00	* 6.60	7.60	635.20	32.90	668.10	38.2	1.4	39.6
Education	672.10	* 0.20	* 1.60	673.90	* 0.80	674.70	36.9	* 0.0	36.9
Health and community services	550.30	* 0.50	* 2.90	553.70	10.80	564.50	38.1	0.5	38.6
Cultural and recreational services	594.50	* 4.70	* 5.50	604.70	21.00	625.70	38.9	* 0.9	39.8
Personal and other services	506.20	* 8.20	* 4.30	518.80	37.70	556.50	38.2	1.7	39.9
All industries	580.30	14.30	9.70	604.30	55.20	659.50	38.2	2.3	40.5

(a) See paragraph 3 of the Explanatory Notes.

AVERAGE WEEKLY EARNINGS.....

Ordinary time.....

Average weekly
hours paid for.....

States and Territories	Base pay \$	Payment by measured result \$	Overaward and over- agreement pay \$	Total \$	Overtime \$	Total \$	Ordinary time hours	Overtime hours	Total hours
MALES									
New South Wales	610.90	20.80	16.70	648.50	80.30	728.80	38.1	3.2	41.4
Victoria	612.70	14.70	9.10	636.40	77.70	714.20	38.2	3.2	41.4
Queensland	584.60	17.30	9.90	611.70	77.20	688.90	38.7	3.2	41.9
South Australia	546.50	* 28.70	9.60	584.80	60.10	644.90	38.4	2.6	41.1
Western Australia	655.40	33.70	7.50	696.50	81.70	778.20	39.2	3.5	42.6
Tasmania	540.90	* 6.10	* 5.70	552.70	47.00	599.70	38.5	2.2	40.7
Northern Territory	609.40	* 10.10	* 3.50	623.00	124.10	747.10	38.9	5.3	44.3
Australian Capital Territory	632.40	* 11.10	* 9.60	653.10	36.10	689.20	38.5	1.7	40.1
Australia	604.50	19.90	11.50	636.00	76.70	712.70	38.4	3.2	41.6
FEMALES									
New South Wales	554.30	* 2.60	9.20	566.10	15.60	581.80	37.7	0.7	38.4
Victoria	542.20	* 5.50	5.50	553.20	16.10	569.30	37.9	0.8	38.7
Queensland	513.10	* 4.70	3.50	521.30	13.20	534.50	38.2	0.7	38.9
South Australia	506.80	* 3.10	* 3.70	513.70	19.70	533.40	37.6	0.9	38.6
Western Australia	516.50	* 5.20	4.50	526.10	18.20	544.30	38.3	0.9	39.2
Tasmania	499.10	* 1.60	* 8.50	509.20	9.30	518.50	38.0	0.5	38.5
Northern Territory	527.80	* 5.20	* 0.60	533.70	12.10	545.80	37.5	0.6	38.1
Australian Capital Territory	548.20	* 0.00	* 5.40	553.60	* 7.30	560.90	37.7	* 0.4	38.0
Australia	535.90	4.00	6.30	546.10	15.60	561.70	37.9	0.7	38.6
PERSONS									
New South Wales	590.50	14.30	14.00	618.80	57.00	675.90	38.0	2.3	40.3
Victoria	586.80	11.30	7.70	605.90	55.10	661.10	38.1	2.3	40.4
Queensland	558.90	12.80	7.60	579.20	54.20	633.40	38.5	2.3	40.8
South Australia	534.00	* 20.70	7.80	562.50	47.50	609.90	38.2	2.1	40.3
Western Australia	612.00	24.80	6.50	643.30	61.80	705.10	38.9	2.7	41.5
Tasmania	528.20	* 4.80	* 6.60	539.50	35.60	575.10	38.4	1.7	40.1
Northern Territory	583.10	* 8.60	* 2.60	594.20	88.00	682.30	38.5	3.8	42.3
Australian Capital Territory	596.90	* 6.40	* 7.80	611.10	24.00	635.00	38.1	1.1	39.3
Australia	580.30	14.30	9.70	604.30	55.20	659.50	38.2	2.3	40.5

Employer unit size (No. of employees)	AVERAGE WEEKLY ORDINARY TIME.....		AVERAGE WEEKLY TOTAL.....	
	Earnings \$	hours	Earnings \$	hours
MALES				
Under 20	566.10	38.9	600.70	40.6
20 to 49	604.20	38.5	677.70	41.8
50 to 99	625.30	38.4	715.30	42.2
100 to 499	656.00	38.3	749.20	42.0
500 to 999	731.60	38.4	839.50	42.4
1 000 and over	711.00	37.6	804.10	41.0
Total	636.00	38.4	712.70	41.6
FEMALES				
Under 20	504.90	38.1	510.00	38.4
20 to 49	540.80	37.9	554.60	38.6
50 to 99	541.00	38.1	554.00	38.7
100 to 499	566.00	37.9	585.80	38.9
500 to 999	575.90	37.9	610.80	39.5
1 000 and over	575.50	37.4	595.30	38.3
Total	546.10	37.9	561.70	38.6
PERSONS				
Under 20	544.00	38.6	567.90	39.8
20 to 49	581.70	38.3	634.00	40.7
50 to 99	597.90	38.3	662.80	41.1
100 to 499	625.80	38.1	694.30	40.9
500 to 999	682.40	38.2	767.30	41.5
1 000 and over	655.30	37.5	718.20	39.9
Total	604.30	38.2	659.50	40.5

EXPLANATORY NOTES

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INTRODUCTION

1 This publication contains estimates obtained from a sample survey of employers conducted in May 1996. The survey is designed to provide statistics on the distribution of employees according to weekly earnings and hours paid for, and on the composition of average weekly earnings and hours for various categories of employees and principal occupations.

2 Preliminary estimates were published in *Employee Earnings and Hours, Preliminary, Australia, May 1996* (6305.0), released on 9 December 1996.

SCOPE

3 All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of businesses primarily engaged in agriculture, forestry and fishing;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

4 Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses; and
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

SURVEY DESIGN

5 A sample of approximately 9,000 employers was selected from the Australian Bureau of Statistics (ABS) register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an employer in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the business in the State or Territory. In a small number of cases where a business has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, public/private sector, industry and size of employment, and a simple random sample is selected from each stratum.

6 Employers with fewer than 10 employees are required to complete details for every employee, while those with 10 or more employees are required to select a random sample of their employees in accordance with instructions supplied by the ABS. Data for approximately 73,000 employees were obtained in the survey.

7 Although the sample is not designed specifically to provide estimates of numbers of employees, it is estimated that 3,254,200 male and 2,846,100 female employees are within the scope of the survey. These and other estimates of numbers of employees included in this publication should not be taken as measures of total employment in the categories indicated.

INDUSTRY CLASSIFICATION

8 From May 1994, industry data from the Employee Earnings and Hours (EEH) Survey have been classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), a detailed description of which appears in *Australian and New Zealand Standard Industrial Classification, 1993*, (1292.0). The ANZSIC replaces the Australian Standard Industrial Classification (ASIC) previously used to classify industry data.

9 The ANZSIC was developed by the ABS and Statistics New Zealand for use in the production and analysis of industry statistics in both countries. ANZSIC is a classification which serves to identify groupings of businesses which carry out similar economic activities and which satisfy other conditions (like economic significance). These groups can be used to define an industry. An individual business can then be assigned to an industry on the basis of its predominant economic activity.

10 Employees selected in the EEH Survey are classified to the industry of the business in which they are employed (see paragraph 5 above).

11 The ANZSIC has a structure consisting of categories at four levels:

- Division (the broadest level — as used in this publication);
- Subdivision;
- Group; and
- Class.

OCCUPATION

12 From May 1996, EEH occupation data are classified according to the Australian Standard Classification of Occupations (ASCO) Second Edition, a detailed description of which appears in *Information Paper: ASCO—Australian Standard Classification of Occupations* (1221.0). The new version of the classification replaces ASCO First Edition, which was adopted in the survey in May 1986. Like ASCO First Edition, ASCO Second Edition is a skills-based classification of occupation. However, the structure of ASCO Second Edition comprises five hierarchical levels (Major Group, Sub-major Group, Minor Group, Unit Group and Occupation) compared with four levels in ASCO First Edition (Major Group, Minor Group, Unit Group and Occupation). EEH data are coded to the unit group level, as was the practice under ASCO First Edition. For May 1996, to allow comparisons, occupation data classified to ASCO First Edition are also available.

13 Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial/non-managerial status of employees, which is determined and reported by the employer. Estimates for employees with manager status include employees classified to ASCO categories other than the ASCO major group 'Managers and administrators'; e.g. employees classified as 'Professionals' according to ASCO may be categorised by employers as having managerial status. Conversely, tables in this publication which contain estimates for non-managerial employees (as defined by employers) will include some employees who would be classified to the ASCO major group 'Managers and administrators'.

COMPARABILITY OF RESULTS

14 A new sample design was implemented in 1995, primarily to accommodate the full introduction of the new industry classification ANZSIC (see paragraphs 8–11 above). Prior to 1995, industry estimates were compiled from a sample design where the sample stratification was based on ASIC. ANZSIC-based industry level estimates compiled from 1995 onwards are more reliable than those produced for 1994 and care should be exercised in comparing 1994 ANZSIC-based estimates with those for later years. The new sample design also contains improvements enabling more reliable estimates of the total number of employees to be produced (see paragraph 7 above).

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15 Care should be taken when comparing the results of this survey with the quarterly series *Average Weekly Earnings, States and Australia* (6302.0), as a different sample design and survey methodology are used. The Average Weekly Earnings (AWE) Survey collects information relating to total employment of organisations selected in the survey, whereas results from the EEH Survey are obtained in relation to a sample of employees within the organisations selected. In addition, the size of the sample for the EEH Survey is much larger than that for the AWE.

16 Because of the two-stage sampling methodology used for this survey to arrive at a sample of employees, it is not possible to ensure that the representation of all the sub-groups of interest in the sample accurately reflect their representation in the population.

17 Considerable care is taken in questionnaire design and in the instructions given to employers on how to select samples of their employees. All survey returns are subjected to careful editing to detect reporting errors, inconsistencies and transcription errors. Ultimately, however, the quality of survey results depends on the quality of the information provided by survey respondents and adherence to specified procedures.

18 From the May 1993 survey, payments resulting from workplace and enterprise bargaining agreements have been included in 'Base pay'. Similarly, some payments previously defined as 'Overaward pay' may have been absorbed into the new 'Base pay' now paid under a workplace/enterprise agreement. Identifiable 'Payments by measured result' and 'Overtime paid' in accordance with a workplace/enterprise agreement continue to be recorded separately.

RELIABILITY OF ESTIMATES

19 For information on the reliability of estimates see the Technical Notes.

RELATED PUBLICATIONS

20 Users may also wish to refer to the following publications which are available on request:

- *Employee Earnings and Hours, Australia, Preliminary, May 1996* (6305.0)
- *Employee Earnings and Hours, Australia, May 1995* (6306.0)
- *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) — issued June 1984
- *Award Rates of Pay Indexes, Australia* (6312.0) — issued monthly
- *Award Coverage, Australia, May 1990* (6315.0)
- *Average Weekly Earnings, Australia, Preliminary* (6301.0) — issued quarterly
- *Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly
- *Weekly Earnings of Employees (Distribution), Australia* (6310.0.40.001) — standard data service
- *Job Vacancies and Overtime, Australia* (6354.0) — issued quarterly
- *Employed Wage and Salary Earners, Australia* (6248.0) — issued quarterly
- *Major Labour Costs, Australia* (6348.0) — irregular
- *The Labour Force, Australia* (6203.0) — issued monthly
- *Labour Force Projections, Australia 1992–2005* (6260.0)
- *Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurements and Usage.*

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21 Current publications produced by the ABS are listed in the *Catalogue of Publications and Products* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (1105.0) which lists publications to be released in the next few days. The catalogue and release advice are available from any ABS office.

UNPUBLISHED STATISTICS

22 In most cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, floppy disk, CD-ROM, computer printout or clerically extracted tabulation. Generally a charge is made for providing unpublished information. Inquiries should be made to the Labour Statistics Centre Output Group on Perth (09) 360 5305 or to Information Services in the nearest ABS office. Details of additional data available from this survey are shown at the end of the publication.

ROUNDING

23 Estimates of earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place.

24 Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

SYMBOLS AND OTHER USAGES

- n.p. not publishable.
- * subject to high relative standard error. See paragraph 13 of the Technical Notes.
- .. not applicable.

TECHNICAL NOTES

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INTRODUCTION

1 As the estimates in this publication are based on information relating to a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the estimates that would have been produced if the information had been obtained from all employers and all employees. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of the imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or a sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

RELIABILITY OF ESTIMATES

2 The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error*, which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about 19 chances in 20 that the difference will be less than two standard errors.

3 Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate to which it refers. The relative standard error is a useful measure in that it provides an immediate indication of the percentage errors likely to have occurred due to sampling, and thus avoids the need to refer also to the size of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, the tables A to G on pages 66 to 73 have been produced to give an indication of the magnitude of relative standard errors.

4 The figures in table A provide an indication of the magnitude of the standard error of estimates of numbers of employees (distribution of weekly earnings) shown in table 1. An example of the use of table A is as follows: the estimate for all male employees in the earnings range \$600 to \$700 is 12.6% of the total number of male employees (see table 1). This represents approximately 410,000 males. Table A shows the relative standard error of this estimate lies between 3.6% and 3.3% (i.e. approximately 3.6%) or 14,760 employees. There are about two chances in three that a complete collection would give a figure within the range 395,240 to 424,760 and about 19 chances in 20 that the figure would be within the range 380,480 to 439,520.

5 Table B indicates the relative standard error of estimates of averages (composition of average weekly earnings and hours) for full-time adult non-managerial employees. An example of the use of table B is as follows. Table 2 shows average overtime earnings of full-time adult non-managerial males to be \$69.30. Table B shows the approximate relative standard error for this estimate to be 3.0% (i.e. approximately \$2.10). There are about two chances in three that a complete collection would give a figure within the range \$67.20 to \$71.40 and about 19 chances in 20 that the figure would be within the range of \$65.10 to \$73.50.

6 Tables C, D, E and F indicate the relative standard error of estimates of average weekly total earnings for various categories of employees by occupation, industry, sector and State and Territory, respectively. The use of the relative standard error from these tables can be applied in the same way as in the example for table B above.

7 Relative standard errors can be converted to estimates of actual standard errors using the survey estimate and its associated relative standard error percent in the following manner:

$$SE(x) = x * RSE\%(x) / 100$$

For example, from table 4, the average weekly total earnings for male employees in retail trade is \$431.80, and for female employees it is \$279.00. Table D shows an estimate for the relative standard error on the male estimate is 3.5%, and an estimate of the relative standard error on the female estimate is 2.0%. Applying the above SE(x) formula yields:

$$\begin{aligned} \text{Males: } SE(431.80) &= 431.80 * 3.5 / 100 \\ &= \$15.10 \end{aligned}$$

$$\begin{aligned} \text{Females: } SE(279.00) &= 279.00 * 2.0 / 100 \\ &= \$5.60 \end{aligned}$$

8 The difference between two survey estimates is also an estimate and it is therefore subject to sampling variability. The standard error of the difference between two survey estimates depends on the standard errors of the original estimates and on the relationship (correlation) between these two estimates. An approximate standard error of the difference between two survey estimates (x-y) may be obtained by the following formula:

$$SE(x-y) = \sqrt{SE(x)^2 + SE(y)^2}$$

9 This formula will overestimate the standard error where there is a positive correlation between the two estimates (e.g. male school teachers and female school teachers). While this formula will only be accurate where there is no correlation between the two estimates (e.g. estimates from different States), it is expected to provide a reasonable approximation for the differences likely to be of interest.

10 Continuing the previous example of employees in retail trade (above), an estimate of the difference between the earnings of male and female employees is \$131.50. The estimate of the standard error of the difference between the average weekly total earnings for male and female employees in retail trade is:

$$\begin{aligned} SE(\$431.80 - \$279.00) &= \sqrt{(\$15.10)^2 + (\$5.60)^2} \\ &= \$16.10 \end{aligned}$$

11 The estimated standard error of \$16.10 represents a relative standard error of 10.5%. There are about two chances in three that the true figure lies in the range \$136.70 to \$168.90, and about 19 chances in 20 that the figure is in the range \$120.60 to \$185.00.

12 While the formula above can be used to estimate the standard error on a difference between estimated averages from one year to the next, the EEH Survey is not specifically designed to measure annual movements. To do so would require a high proportion of employees selected in the survey for both years. While there is a fair proportion of common employers, there are very few employees selected in both the 1995 and 1996 survey. Comparisons of this nature should therefore be made with caution (especially of estimates relating to occupation). When estimating the standard error of a movement between two years, the movement standard error will be approximately 1.5 times the standard error on the level estimate, if the standard errors on the the two level estimates are similar.

13 An asterisk appears against estimates in the publications where the sampling variability is considered too high for most practical uses. Generally, this indicates a relative standard error equal to or greater than 25% of the estimate.

RELATIVE STANDARD ERRORS, Number of Employees

STATES AND TERRITORIES.....

AUSTRALIA.....

Size of employment estimate	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Private	Public	Total
	%	%	%	%	%	%	%	%	%	%	%
500	55.9	49.8	57.6	52.2	51.9	40.6	31.9	39.3	51.9	42.2	53.8
600	52.3	46.6	53.6	48.4	49.0	38.7	30.1	37.0	48.4	39.7	49.9
700	49.5	44.0	50.4	45.4	46.6	37.2	28.6	35.2	45.6	37.6	46.9
800	47.1	41.9	47.8	43.0	44.6	36.0	27.4	33.7	43.3	35.9	44.4
900	45.1	40.1	45.6	40.9	42.9	34.9	26.3	32.5	41.4	34.5	42.4
1 000	43.4	38.6	43.7	39.2	41.5	33.9	25.4	31.4	39.8	33.3	40.6
1 100	42.0	37.2	42.1	37.7	40.2	33.1	24.7	30.5	38.3	32.2	39.0
1 200	40.6	36.1	40.7	36.4	39.1	32.4	24.0	29.6	37.1	31.3	37.7
1 300	39.5	35.0	39.4	35.2	38.1	31.7	23.4	28.9	36.0	30.4	36.5
1 400	38.4	34.1	38.2	34.1	37.2	31.1	22.8	28.2	34.9	29.7	35.4
1 500	37.5	33.2	37.2	33.1	36.4	30.6	22.3	27.6	34.0	29.0	34.4
1 600	36.6	32.4	36.3	32.3	35.6	30.1	21.8	27.0	33.2	28.3	33.5
1 700	35.8	31.7	35.4	31.5	35.0	29.6	21.4	26.5	32.4	27.8	32.7
1 800	35.1	31.0	34.6	30.7	34.3	29.2	21.0	26.0	31.7	27.2	32.0
1 900	34.4	30.4	33.9	30.1	33.7	28.8	20.6	25.5	31.1	26.7	31.3
2 000	33.7	29.9	33.2	29.4	33.2	28.4	20.3	25.1	30.5	26.3	30.6
2 500	31.1	27.5	30.3	26.8	30.9	26.8	18.9	23.4	28.0	24.3	28.0
3 000	29.1	25.7	28.2	24.9	29.1	25.6	17.8	22.0	26.1	22.9	26.0
3 500	27.5	24.3	26.5	23.3	27.7	24.6	16.9	21.0	24.6	21.7	24.4
4 000	26.2	23.1	25.2	22.1	26.5	23.7	16.2	20.1	23.3	20.7	23.1
4 500	25.1	22.1	24.0	21.0	25.5	23.0	15.6	19.3	22.3	19.9	22.1
5 000	24.2	21.3	23.0	20.1	24.7	22.4	15.0	18.7	21.4	19.2	21.1
5 500	23.3	20.5	22.2	19.4	23.9	21.9	14.6	18.1	20.7	18.6	20.3
6 000	22.6	19.9	21.4	18.7	23.2	21.4	14.2	17.6	20.0	18.0	19.6
8 000	20.4	17.9	19.1	16.6	21.2	19.9	12.9	16.1	17.9	16.3	17.5
10 000	18.8	16.5	17.5	15.1	19.7	18.7	12.0	15.0	16.4	15.1	16.0
20 000	14.6	12.8	13.3	11.4	15.8	15.7	9.6	12.0	12.6	11.9	12.0
30 000	12.6	11.0	11.3	9.6	13.8	14.1	8.4	10.5	10.8	10.4	10.2
40 000	11.3	9.9	10.1	8.5	12.6	13.1	7.6	9.6	9.6	9.4	9.1
50 000	10.4	9.1	9.2	7.8	11.7	12.4	7.1	8.9	8.8	8.7	8.3
60 000	9.8	8.5	8.6	7.2	11.0	11.8	6.7	8.4	8.2	8.2	7.7
70 000	9.2	8.0	8.0	6.8	10.5	11.3	6.4	8.0	7.8	7.8	7.2
80 000	8.8	7.6	7.6	6.4	10.1	11.0	6.1	7.7	7.4	7.4	6.9
90 000	8.4	7.3	7.3	6.1	9.7	10.6	5.9	7.4	7.1	7.1	6.5
100 000	8.1	7.0	7.0	5.8	9.4	10.4	5.7	7.1	6.8	6.9	6.3
150 000	7.0	6.1	5.9	4.9	8.2	9.3		6.2	5.8	6.0	5.3
200 000	6.3	5.4	5.3	4.4	7.5	8.7		5.7	5.2	5.4	4.7
300 000	5.4	4.7	4.5	3.7	6.6				4.4	4.7	4.0
400 000	4.9	4.2	4.0	3.3	6.0				4.0	4.3	3.6
500 000	4.5	3.9	3.7	3.0	5.6				3.7	4.0	3.3
1 000 000	3.5	3.0	2.8						2.8	3.1	2.5
2 000 000	2.7	2.3							2.1	2.5	1.9
3 000 000									1.8		1.6
4 000 000									1.6		1.4
5 000 000											1.3
6 000 000											1.2

AVERAGE WEEKLY EARNINGS.....

Ordinary time.....

Average weekly
hours paid for.....

Sex	Base pay	Payment by measured result	Overaward and over- agreement pay	Total	Overtime	Total	Ordinary time	Overtime	Total
	%	%	%	%	%	%	%	%	%
PRIVATE SECTOR									
Males	0.7	11.8	7.0	0.6	3.5	0.7	0.1	3.3	0.3
Females	0.5	16.8	9.2	0.5	5.3	0.5	0.1	5.2	0.1
Persons	0.5	11.0	6.5	0.5	3.5	0.6	0.1	3.2	0.2
PUBLIC SECTOR									
Males	0.8	36.5	24.0	0.8	4.9	0.6	0.2	5.0	0.4
Females	1.4	91.6	39.4	1.4	10.8	1.3	0.4	11.3	0.4
Persons	0.9	35.4	21.2	0.9	6.0	0.7	0.3	6.2	0.4
ALL SECTORS									
Males	0.6	12.0	7.0	0.5	3.0	0.5	0.1	2.9	0.2
Females	0.9	17.0	9.4	0.9	5.2	0.8	0.2	5.1	0.2
Persons	0.8	11.2	6.5	0.5	3.2	0.5	0.1	3.1	0.2

RELATIVE STANDARD ERRORS, Average Weekly Earnings -- Occupation(a)

FULL-TIME EMPLOYEES.....

Occupation	Managerial				Non managerial.....		Total.....		Part-time employees	All employees
	Adult		Adult		Junior	Total	Adult	Total	Total	Total
	%	%	%	%	%	%	%	%	%	%
MALES										
Managers and administrators	1.3	4.2	0.0	4.2	1.3	1.3	1.3	1.3	1.8	1.3
Professionals	3.3	1.0	23.5	1.0	1.1	1.1	1.1	1.1	4.6	1.1
Associate professionals	2.2	1.0	8.6	1.0	1.0	1.0	1.0	1.0	9.6	1.3
Tradespersons and related workers	3.1	0.9	2.0	1.2	0.9	1.2	0.9	1.2	5.0	1.2
Advanced clerical and service workers	16.9	3.8	15.4	3.8	3.8	3.8	3.8	3.8	10.6	4.3
Intermediate clerical, sales and service workers	4.8	0.7	3.9	0.7	0.7	0.7	0.7	0.7	4.4	1.2
Intermediate production and transport workers	5.9	1.1	3.8	1.2	1.1	1.2	1.1	1.2	5.6	1.6
Elementary clerical, sales and service workers	9.8	1.7	4.6	1.9	1.7	1.9	1.7	1.9	3.7	3.9
Labourers and related workers	10.6	1.3	9.6	1.4	1.3	1.4	1.3	1.4	4.1	1.7
All occupations	1.1	0.5	1.8	0.6	0.5	0.6	0.5	0.6	2.1	0.7
FEMALES										
Managers and administrators	2.0	5.9	0.0	5.9	2.0	2.0	2.0	2.0	9.4	2.3
Professionals	4.4	0.7	12.8	0.7	0.7	0.7	0.7	0.7	2.2	1.7
Associate professionals	3.0	0.9	7.1	1.1	1.3	1.4	1.3	1.4	2.6	1.4
Tradespersons and related workers	7.4	2.6	4.9	2.9	2.6	2.7	2.6	2.7	6.4	3.3
Advanced clerical and service workers	6.6	0.9	4.4	1.0	1.1	1.1	1.1	1.1	3.0	1.5
Intermediate clerical, sales and service workers	5.7	0.6	2.7	0.6	0.6	0.6	0.6	0.6	1.8	1.0
Intermediate production and transport workers	15.0	2.3	5.0	2.3	2.3	2.3	2.3	2.3	4.5	3.9
Elementary clerical, sales and service workers	13.8	1.4	3.7	1.6	1.4	1.6	1.4	1.6	2.7	2.0
Labourers and related workers	0.0	1.4	14.7	1.5	1.4	1.5	1.4	1.5	2.7	2.1
All occupations	2.3	0.8	1.9	0.9	0.9	1.0	0.9	1.0	1.4	1.3
PERSONS										
Managers and administrators	1.2	3.5	0.0	3.5	1.2	1.2	1.2	1.2	9.6	1.2
Professionals	2.9	0.7	21.8	0.7	0.8	0.8	0.8	0.8	2.2	1.1
Associate professionals	2.0	0.9	6.0	0.9	0.9	1.0	0.9	1.0	3.4	1.1
Tradespersons and related workers	3.1	0.9	1.8	1.2	0.9	1.2	0.9	1.2	4.1	1.2
Advanced clerical and service workers	6.1	1.3	4.7	1.3	1.3	1.3	1.3	1.3	2.9	1.6
Intermediate clerical, sales and service workers	4.6	0.5	2.4	0.6	0.5	0.6	0.5	0.6	1.7	0.9
Intermediate production and transport workers	5.9	1.2	3.3	1.2	1.2	1.2	1.2	1.2	4.4	1.9
Elementary clerical, sales and service workers	11.9	1.4	3.0	1.6	1.4	1.6	1.4	1.6	2.4	2.5
Labourers and related workers	10.6	1.1	10.0	1.2	1.1	1.2	1.1	1.2	2.4	1.5
All occupations	1.1	0.5	1.4	0.5	0.5	0.5	0.5	0.5	1.3	0.8

(a) Occupation classified according to ASCO (Second Edition). See paragraphs 12 and 13 of the Explanatory Notes.

RELATIVE STANDARD ERRORS, Average Weekly Earnings—Industry(a)

FULL-TIME EMPLOYEES.....

Industry	Managerial		Non managerial.....			Total.....		Part-time employees	All employees
	Adult	Adult	Junior	Total	Adult	Total	Total	Total	
	%	%	%	%	%	%	%	%	

MALES

Mining	4.5	1.7	11.5	1.7	1.7	1.7	12.1	1.7
Manufacturing	2.6	1.2	3.4	1.3	1.2	1.2	6.1	1.2
Electricity, gas and water supply	2.9	1.5	8.2	1.5	1.4	1.5	25.5	1.5
Construction	4.2	2.8	4.8	2.9	2.3	2.4	14.6	2.4
Wholesale trade	2.8	1.9	4.6	1.9	1.7	1.7	10.3	1.8
Retail trade	3.8	2.3	3.1	2.2	2.3	2.3	3.6	3.5
Accommodation, cafes and restaurants	4.9	2.6	7.8	2.8	2.9	3.1	4.1	3.6
Transport and storage	5.1	1.7	9.0	1.7	1.6	1.6	8.0	1.8
Communication services	2.4	2.1	9.8	2.1	2.2	2.1	8.1	2.4
Finance and insurance	3.1	1.9	6.7	1.9	2.2	2.2	11.3	2.3
Property and business services	3.1	1.9	4.2	2.8	1.8	2.4	6.5	2.7
Government administration and defence	3.1	1.4	5.6	1.4	1.9	1.9	8.4	2.1
Education	2.4	1.7	7.0	2.2	1.8	2.3	5.3	3.7
Health and community services	4.9	2.1	22.4	2.5	2.3	2.5	6.6	2.5
Cultural and recreational services	6.6	3.2	6.6	4.2	3.0	3.7	10.8	4.4
Personal and other services	7.3	1.6	7.4	1.7	2.0	2.1	6.9	2.8
All industries	1.1	0.5	1.8	0.6	0.5	0.6	2.1	0.7

FEMALES

Mining	16.3	3.2	9.5	3.2	3.1	3.2	9.1	3.7
Manufacturing	5.9	1.2	6.0	1.2	1.4	1.4	3.1	1.7
Electricity, gas and water supply	9.4	2.9	0.0	2.9	3.7	3.6	6.6	3.8
Construction	9.9	3.5	5.1	3.7	4.8	4.7	7.3	4.6
Wholesale trade	6.3	1.8	4.3	1.8	2.0	2.0	4.7	2.3
Retail trade	3.5	1.0	2.7	1.2	1.1	1.1	2.8	2.0
Accommodation, cafes and restaurants	10.8	2.2	9.7	2.6	4.1	4.3	5.1	4.2
Transport and storage	13.3	1.4	9.8	1.6	2.2	2.1	6.0	3.1
Communication services	4.4	1.5	10.0	1.5	1.7	1.6	6.9	2.5
Finance and insurance	4.0	1.1	2.4	1.2	1.9	1.9	2.5	2.0
Property and business services	5.2	1.3	4.1	1.4	1.4	1.5	3.1	2.0
Government administration and defence	3.2	0.9	3.8	0.9	1.0	1.0	4.2	1.5
Education	3.3	2.6	12.5	2.8	3.0	3.1	5.7	5.0
Health and community services	3.2	0.9	6.2	1.0	0.9	1.0	1.6	1.2
Cultural and recreational services	9.1	2.5	5.0	2.5	2.5	2.5	7.9	5.8
Personal and other services	7.0	2.7	7.1	2.8	2.7	2.8	4.7	4.6
All industries	2.3	0.8	1.9	0.9	0.9	1.0	1.4	1.3

(a) See paragraph 3 of the Explanatory Notes.

FULL-TIME EMPLOYEES.....

Industry	Managerial Non-managerial.....				Total.....		Part-time employees	All employees
	Adult	Adult	Junior	Total	Adult	Total	Total	Total
	%	%	%	%	%	%	%	%

PERSONS

Mining	4.6	1.7	10.0	1.7	1.6	1.7	7.4	1.6
Manufacturing	2.6	1.2	3.0	1.2	1.1	1.1	3.2	1.2
Electricity, gas and water supply	2.8	1.6	8.2	1.6	1.5	1.5	6.7	1.6
Construction	4.5	2.7	4.7	2.8	2.3	2.4	7.0	2.5
Wholesale trade	2.9	1.5	3.2	1.6	1.5	1.5	4.8	1.7
Retail trade	3.5	1.6	2.3	1.6	1.7	1.8	2.5	2.7
Accommodation, cafes and restaurants	5.8	2.3	6.4	2.5	3.2	3.3	3.9	3.5
Transport and storage	5.7	1.5	7.5	1.6	1.4	1.4	5.8	1.8
Communication services	2.4	1.8	9.4	1.8	2.0	1.9	5.3	2.5
Finance and insurance	2.8	1.2	2.3	1.2	1.8	1.9	2.9	2.0
Property and business services	3.0	1.5	2.6	1.9	1.5	1.8	3.3	2.1
Government administration and defence	2.8	1.0	3.9	1.1	1.3	1.3	4.2	1.6
Education	2.1	2.0	11.3	2.3	2.3	2.5	5.3	4.5
Health and community services	3.7	1.0	13.1	1.1	1.1	1.3	1.7	1.2
Cultural and recreational services	6.3	2.6	5.5	3.0	2.4	2.7	6.5	4.0
Personal and other services	6.0	1.8	6.5	1.9	1.9	2.1	4.8	4.0
All industries	1.1	0.5	1.4	0.5	0.5	0.5	1.3	0.8

(a) See paragraph 3 of the Explanatory Notes.

RELATIVE STANDARD ERRORS, Average Weekly Earnings—Sector

FULL-TIME EMPLOYEES.....

Sector	Managerial		Non-managerial.....		Total.....		Part-time employees	All employees
	Adult %	Adult %	Junior %	Total %	Adult %	Total %	Total %	Total %
MALES								
Private sector	1.3	0.7	1.8	0.8	0.6	0.7	2.3	0.8
Public sector	1.6	0.6	4.1	0.6	0.7	0.7	4.1	0.9
All sectors	1.1	0.5	1.8	0.6	0.5	0.6	2.1	0.7
FEMALES								
Private sector	2.2	0.5	2.0	0.6	0.6	0.6	1.4	0.9
Public sector	2.6	1.3	2.7	1.3	1.5	1.5	2.2	2.0
All sectors	2.3	0.8	1.9	0.9	0.9	1.0	1.4	1.3
PERSONS								
Private sector	1.3	0.6	1.5	0.6	0.6	0.6	1.3	0.8
Public sector	1.7	0.7	2.7	0.8	0.8	0.8	2.3	1.2
All sectors	1.1	0.5	1.4	0.5	0.5	0.5	1.3	0.8

RELATIVE STANDARD ERRORS, Average Weekly Earnings - States & Territories

FULL-TIME EMPLOYEES.....

States and Territories	Managerial Non-managerial.....				Total.....		Part-time employees	All employees
	Adult	Adult	Junior	Total	Adult	Total	Total	Total
	%	%	%	%	%	%	%	%
MALES								
New South Wales	2.0	1.0	3.0	1.0	1.0	1.0	3.9	1.4
Victoria	2.2	1.0	3.4	1.1	1.0	1.1	4.2	1.4
Queensland	2.6	1.3	4.5	1.4	1.2	1.3	5.1	1.5
South Australia	3.8	1.5	5.4	1.8	1.5	1.7	5.1	1.8
Western Australia	3.3	1.5	5.4	2.2	1.4	1.9	6.2	2.0
Tasmania	6.0	1.9	6.0	2.1	2.1	2.2	12.8	2.4
Northern Territory	5.6	3.0	6.3	2.9	2.8	2.7	11.8	4.0
Australian Capital Territory	4.0	2.2	6.4	2.4	2.4	2.6	7.0	3.0
Australia	1.1	0.5	1.8	0.6	0.5	0.6	2.1	0.7

FEMALES

New South Wales	4.0	1.9	2.8	1.9	2.1	2.2	3.5	2.9
Victoria	4.5	1.5	3.3	1.6	1.7	1.7	2.4	2.4
Queensland	4.3	0.8	4.8	1.1	0.9	1.1	2.3	1.7
South Australia	6.0	1.3	3.1	1.4	1.4	1.5	3.1	2.4
Western Australia	4.8	1.2	4.7	1.4	1.2	1.3	2.6	1.6
Tasmania	7.3	1.6	5.4	2.1	1.8	2.2	3.6	2.5
Northern Territory	6.0	3.0	5.5	3.0	2.8	2.8	6.4	3.8
Australian Capital Territory	4.4	1.7	9.5	2.0	1.7	1.9	4.7	2.5
Australia	2.3	0.8	1.9	0.9	0.9	1.0	1.4	1.3

PERSONS

New South Wales	1.9	1.0	2.3	1.1	1.0	1.0	3.2	1.7
Victoria	2.2	0.9	2.7	1.0	0.9	1.0	2.3	1.4
Queensland	2.8	1.0	3.4	1.1	1.0	1.1	2.2	1.4
South Australia	3.6	1.2	3.6	1.4	1.2	1.4	2.9	1.8
Western Australia	3.1	1.2	4.2	1.7	1.2	1.5	2.7	1.5
Tasmania	5.2	1.5	4.3	1.7	1.6	1.8	4.1	2.0
Northern Territory	4.9	2.3	5.9	2.2	2.2	2.1	7.4	3.6
Australian Capital Territory	3.6	1.6	7.1	1.9	1.8	2.0	4.1	2.3
Australia	1.1	0.5	1.4	0.5	0.5	0.5	1.3	0.8

RELATIVE STANDARD ERRORS, Average Weekly Earnings—Occupation(a)

FULL-TIME EMPLOYEES.....

Occupation	Managerial				Non-managerial.....		Total.....		Part-time employees	All employees
	Adult		Junior		Total		Total		Total	Total
	%	%	%	%	%	%	%	%	%	%
MALES										
Managers and administrators	1.2	3.1	1.3	3.1	1.2	1.2	12.3	1.2		
Professionals	3.5	1.0	31.4	1.0	1.1	1.1	5.1	1.2		
Para-professionals	6.0	1.0	7.4	1.0	1.0	1.1	10.7	1.3		
Tradespersons	3.6	0.9	2.0	1.2	0.9	1.2	4.9	1.2		
Clerks	4.4	0.8	4.2	0.8	0.8	0.8	6.2	1.1		
Salespersons and personal service workers	4.9	1.5	4.7	1.5	1.5	1.4	3.7	2.3		
Plant and machine operators, and drivers	6.0	1.2	7.3	1.2	1.2	1.2	7.6	1.4		
Labourers and related workers	6.9	1.1	6.2	1.1	1.1	1.1	3.0	1.6		
All occupations	1.1	0.5	1.8	0.6	0.5	0.6	2.1	0.7		
FEMALES										
Managers and administrators	2.6	3.5	2.3	4.4	2.5	2.5	7.1	2.6		
Professionals	5.3	0.9	10.0	0.9	0.9	0.9	4.2	2.3		
Para-professionals	7.7	0.8	7.0	0.9	0.9	1.0	2.6	1.0		
Tradespersons	5.8	2.5	4.9	2.7	2.4	2.5	6.4	3.3		
Clerks	3.7	0.6	2.7	0.6	0.6	0.6	1.5	0.8		
Salespersons and personal service workers	8.1	0.9	3.2	1.0	0.9	1.0	2.0	1.4		
Plant and machine operators, and drivers	6.0	2.3	8.2	2.3	2.3	2.3	6.6	3.1		
Labourers and related workers	6.7	1.1	10.3	1.2	1.1	1.2	2.3	1.7		
All occupations	2.3	0.8	1.9	0.9	0.9	1.0	1.4	1.3		
PERSONS										
Managers and administrators	1.2	2.5	1.4	2.6	1.1	1.2	6.7	1.2		
Professionals	3.2	0.8	29.2	0.8	0.8	0.8	3.6	1.4		
Para-professionals	5.9	0.8	5.6	0.8	0.8	0.8	2.9	1.0		
Tradespersons	3.5	0.9	1.8	1.2	0.9	1.1	4.1	1.2		
Clerks	3.2	0.6	2.4	0.6	0.6	0.6	1.5	0.8		
Salespersons and personal service workers	4.8	1.1	2.7	1.1	1.1	1.1	1.8	1.6		
Plant and machine operators, and drivers	6.1	1.2	5.9	1.2	1.2	1.2	6.4	1.5		
Labourers and related workers	5.6	0.9	6.5	1.0	0.9	1.0	2.0	1.4		
All occupations	1.1	0.5	1.4	0.5	0.5	0.5	1.3	0.8		

(a) Occupation classified according to ASCO (First Edition). See paragraphs 12 and 13 of the Explanatory Notes.

ADDITIONAL DATA AVAILABLE ON REQUEST

INTRODUCTION

A large range of unpublished data are available from the Survey of Employee Earnings and Hours on request. This data can be produced for clients as customised reports. The populations and variables are listed below.

HOW TO PLACE AN ORDER

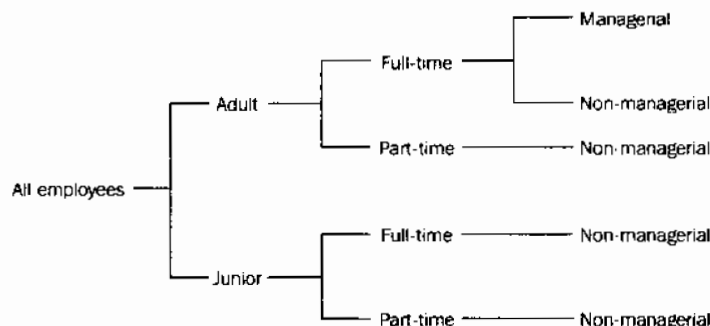
Firstly, determine the population and the variables (see following) that you require estimates for. A covering letter indicating these requirements and the intended uses of the data requested should be addressed to:

Labour Statistics Centre
Output Group
Australian Bureau of Statistics
GPO Box K881
PERTH WA 6001

CONTACT OFFICER

If you wish to discuss individual requests, especially in regard to the reliability of estimates for particular cross-classifications, and the charges involved, please phone the Labour Statistics Centre Output Group on Perth (09) 360 5305 or send a request by facsimile to (09) 360 5954.

POPULATIONS



VARIABLES

The following variables are available from this survey (subject to the reliability of the estimates).

Note: The more variables included in any one tabulation the more likely it is that confidentiality provisions associated with the data will be invoked and some data suppressed.

Distribution of employees by levels of:

Weekly total earnings
Weekly ordinary time earnings
Weekly overtime earnings

Weekly total hours paid for
Weekly ordinary time hours paid for
Weekly overtime hours paid for

Note: Earnings and hours ranges can be specified to suit individual requirements. Hours paid for was not collected for managerial employees.

Composition of earnings

Average weekly total earnings
Average weekly ordinary time earnings
Base pay (includes allowances)
Overaward and overagreement pay
Payment by measured result
Allowances
Overtime

Average hourly earnings

Average hourly ordinary time earnings
Average hourly total earnings

ADDITIONAL DATA AVAILABLE ON REQUEST *continued*

VARIABLES (continued)

Composition of hours paid for

Average weekly total hours paid for
Average weekly ordinary time hours paid for
Average weekly overtime hours paid for
Average weekly standard/rostered hours

States and Territories

New South Wales
Victoria
Queensland
South Australia
Western Australia
Tasmania
Northern Territory
Australian Capital Territory
Australia

Sector

Private sector
Public sector
All sectors

Level of Government
(Public Sector)

Commonwealth government
State government
Local government

Public Institutional Sector
(SISCA)

General government
Public trading enterprises
Public financial enterprises

Sex

Males
Females
Persons

Status of employee

Working proprietor
Managerial/executive
Supervisor
Apprentice/trainee
Other employee

Type of employee

Permanent
Temporary/casual

Occupation
ASCO (First Edition)

Major group (1 digit code)
— as shown in table 7
Minor group (2 digit code)
Unit group (4 digit code)

Occupation
ASCO (Second Edition)

Major group (1 digit code)
— as shown in table 3
Sub-major group (2 digit code)
— as shown in table 21
Minor group (3 digit code)
— as shown in table 21
Unit group (4 digit code)

ADDITIONAL DATA AVAILABLE ON REQUEST *continued*

.....

Industry (ANZSIC
classification)

ANZSIC Division (1 digit code)
— as shown in table 4

ANZSIC Subdivision (2 digit code)

ANZSIC Group (3 digit code)

ANZSIC Class (4 digit code)

Award/Agreement coverage

Covered by an award or agreement

Not covered by an award or agreement

Employer unit size
(Number of employees)

Under 20

20–49

50–99

100–499

500–999

1,000 and over

GLOSSARY

Adult employees	Adult employees are those employees who are 21 years of age or over and employees under 21 who are paid at the full adult rate for their occupation.
Average (mean) earnings or hours	Average (mean) earnings or hours refers to the amount obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.
Base pay	Base pay refers to the award pay or agreed rate of pay for ordinary time hours paid for. It includes base pay from workplace agreements and enterprise bargaining awards and agreements. For employees covered by an award or workplace/enterprise agreement it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award or agreement. It excludes overaward and overagreement pay and service increments not specified in the award or agreement. For employees not covered by an award or agreement, base pay is the agreed wage for ordinary time hours paid for.
Employees	Employees refers to all wage and salary earners (as described in paragraphs 3 and 4 of the Explanatory Notes) who received pay for any part of the reference period.
Full-time employees	Permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and who received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.
Industry	Industry is classified according to the Australian and New Zealand Standard Industrial Classification 1993 (see paragraphs 3 and 8-11 of the Explanatory Notes).
Junior employees	Junior employees are those employees who are under 21 years of age and are not paid at the adult rate for their occupation.
Managerial employees	Managerial employees are managerial, executive and senior professional staff. Generally defined as those employees who are in charge of a significant number of employees or have significant responsibilities in the conduct or operations of the organisation and may not receive payment for overtime. Includes professionally qualified staff who primarily perform managerial tasks in conjunction with utilising their professional skills. Working proprietors and working directors of own incorporated businesses have been included as managerial employees.
Median earnings or hours	Median earnings or hours refers to the amount of earnings or hours which divides the distribution into two groups with equal numbers of employees, one half having earnings or hours below the median and the other half having earnings or hours above the median.
Non-managerial employees	Non-managerial employees are those who are not managerial employees as defined. Non-managerial includes supervisors, clerical staff, tradespersons, non-managerial professionals, apprentices, trainees and cadets.
Occupation	Occupation is classified according to the Australian Standard Classification of Occupations (ASCO) (see paragraphs 12 and 13 of the Explanatory Notes).

Ordinary time hours paid for	Ordinary time hours paid for refers to employees' award, standard or agreed hours of work paid for at the ordinary rate. It includes stand-by or reporting time which are part of standard hours of work, and that part of annual leave, paid sick leave and long service leave taken during the reference period. (Note: Hours paid for was not collected for managerial employees.)
Overaward and overagreement pay	Overaward and overagreement pay refers to amounts of ordinary time pay (regular or otherwise) that are over the award or in excess of amounts specified in workplace/enterprise agreements (e.g. attendance, good time-keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).
Overtime hours paid for	Overtime hours paid for refers to hours in excess of award, standard or agreed hours of work paid for and reported as overtime hours.
Part-time employees	Permanent, temporary and casual employees who are not classified as full-time as defined.
Payment by measured result	Payment by measured result refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses and commission).
Percentiles	Percentiles refer to any of a hundred divisions of an earnings or hours distribution. For example: <ul style="list-style-type: none"> ▪ 25% of employees earn less than or equal to the 25th percentile; and. ▪ 75% of employees earn less than or equal to the 75th percentile
Reference period	Reference period for the survey refers to the last pay period ending on or before 17 May 1996. Where a pay period is fortnightly or monthly, etc., the employer is requested to report only one week's proportion.
Sector	Public sector includes local government authorities and all government departments, agencies and authorities created by, or reporting to, the Commonwealth Parliament and State Parliaments. All remaining employees are classified as private sector.
Temporary/casual employees	Temporary/casual employees refers to those employed usually on a short term basis and/or who receive a higher rate of pay to compensate for a lack of permanency entitlements.
Weekly ordinary time earnings	Weekly ordinary time earnings of employees refers to one week's earnings for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award and workplace and enterprise bargaining payments and other agreed base rates of pay, overaward and overagreement payments, penalty payments, shift and other allowances, commissions and retainers, bonuses and similar payments related to the reference period, payments under incentive or piecework, payments under profit-sharing schemes normally paid each pay period, payments for leave taken during the reference period, workers' compensation payments made through the payroll, and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments, payments under salary packaging attracting Fringe Benefit tax and other payments not related to the reference period.

GLOSSARY *continued*

.....

Weekly overtime earnings	Weekly overtime earnings of employees refers to payment for hours in excess of award, standard or agreed hours of work which has been reported as overtime pay.
Weekly total earnings	Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.
Weekly total hours paid for	Weekly total hours paid for refers to the hours for which payment was made. It comprises ordinary time hours and paid overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. (Note: Hours of work were not collected for managerial employees.)

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